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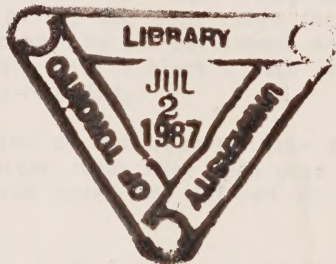


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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JANUARY 1984



INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in January 1984. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in February 1984.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

Page

Highlights	i
Index to Settlements Reported	1
January 1984 Settlements	
Food and Beverage	3
Tobacco Products	5
Furniture and Fixture	5
Paper and Allied.....	6
Primary Metal	7
Metal Fabricating	8
Machinery	8
Transportation Equipment	9
Petroleum and Coal Products	10
Chemical and Chemical Products	12
Health and Welfare Services	13
Services to Business Management	13
Personal Services	14
Construction	15
Negotiations in Progress during January 1984	
Covering 200 or More Employees	17
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in February 1984	25

Highlights

Oil Refinery and Petrochemical Industry Settlements. In December 1983, Petro Canada Inc. and the Energy and Chemical Union Workers Union reached a tentative agreement designed to serve as the pattern for settlement of agreements covering 20,000 oil and petrochemical workers across Canada, due for renegotiation in 1984.

Under the terms of this national settlement, 310 refinery employees at Petro Canada Products in Oakville, Mississauga and Toronto; 215 at Shell Canada Ltd. in Sarnia; and 450 at Gulf Canada Products in Mississauga ratified one-year agreements in January which provided for a wage increase of 5 per cent and increases in shift differentials. The parties also agreed to establish joint committees to deal with the questions of employment security and efficiency of operations.

In the petrochemical industry, 800 employees at Dow Chemical settled early on a one-year agreement which provided a wage increase of 5 per cent effective January 3rd; increases in shift premiums, and improvements in life insurance, weekly indemnity and long-term disability benefits. A wage increase of 6 per cent that was to be implemented on February 20th under the previous agreement was maintained.

At Du Pont Canada's Nipissing Works in North Bay, 300 employees approved a two-year agreement which called for a wage increase of 4.8 per cent to be paid in three equal installments, with the first 1.6 per cent effective on January 18th. Allowances for safety shoes were also increased, and a new recall rights provision was established. A comparable settlement was accepted in February by 1,300 employees of the company at its Kingston Works.

Index to Settlements Reported, January 1984

Employer and Location	Union	Page
Bundy of Canada Ltd., Cambridge	Auto Workers (CLC)	9
Cara Operations Ltd. (Airline Services Division), Mississauga	Hotel Employees (AFL-CIO/CLC)	14
Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, the Acoustical Association of Ontario, the Resilient Flooring Contractors Association of Ontario, the Caulking Contractors Association of Ontario, the Industrial Contractors Association of Canada and the Interior Systems Contractors Association of Ontario	Carpenters (AFL-CIO) (industrial, commercial, and institutional construction sectors)	15
Colonial Cookies, A Div. of Beatrice International (Canada) Ltd., Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	3
Dow Chemical Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	12
Du Pont Canada Inc., Nippissing Works, North Bay	Independent Union (hourly rated empls.)	12
Esselte Pendaflex Canada Inc.	Graphic Communications (AFL-CIO/CLC)	6
Frankel Steel Ltd.	United Steelworkers (AFL-CIO/CLC)	8
Gulf Canada Products Co., Clarkson Refinery, Mississauga	Energy and Chemical Workers (CLC)	10
Haley Industries Ltd., Haley	United Steelworkers (AFL-CIO/CLC)	7
Imperial Leaf Tobacco, Div. of Imasco Ltd., Aylmer	Energy and Chemical Workers (CLC)	5
Keeprite Inc., Brantford	Keeprite Workers' Ind. Union (Ind.)	8
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	4
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Professional Association of Internes and Residents of Ontario	13
Ontario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers)	16

Index to Settlements Reported, January 1984

Employer and Location	Union	Page
Paramount Industries and Donlee Plastics, Divs. of Donlee Manufacturing Industries Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	10
Petro-Canada Products Ltd., Mississauga and Oakville	Energy and Chemical Workers (CLC)	11
Shell Canada Ltd., Sarnia Refinery, Corunna	Energy and Chemical Workers (CLC)	11
Storwal International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	5
Tele-Direct (Publications) Inc., Hamilton, Kitchener, Ottawa, Sudbury, Thunder Bay, Toronto, Ont. and Montreal, Que.	Canadian Telephone Employees' Assn. (Ind.) (clerical and associated empls.)	13
Weston Bakeries Ltd., Kitchener	Retail, Wholesale Employees (AFL- CIO/CLC) (production empls.)	3

FOOD AND BEVERAGE

Colonial Cookies, A Division of Beatrice International (Canada) Ltd. at Kitchener - Local 617P, Food and Commercial Workers (AFL-CIO/CLC): A 22-month renewal agreement effective from January 21, 1984 to October 31, 1985, covering 300 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 1/83	Nov. 1/84
	Increases	55¢*	50¢
	Additional Adjustments	Crew Leader: 9¢ to "31 day rate, 16¢ to "66 day" rate, and 21¢ to Job Rate	
	Packer	\$7.30-\$8.47 (\$7.30-\$7.92)	\$7.80-\$8.97
	Utility Oven Captain (new)	\$8.73-\$9.55	\$9.23-\$10.05

* Except Packer and Pre-weigh/Ingredients Room who receive no increase in Start Rates, and 27¢ to "31 day" rates.

Probationary period is 65 days worked. Maximum rates are reached after 2 increases over 66 days for Packer, and after 3 increases over 96 days for Utility Oven Captain.

Shift Premium:	0-15¢-25¢ to be paid for all hours worked. (Previously, premium did not apply to overtime.)
Paid Holidays:	1 additional day during the Christmas shut-down for a total of 12 days.
Paid Vacation:	1 week after 6 months' service (new).
Health and Welfare:	<u>Life Insurance</u> - Effective February 1, 1984, \$8,000 (\$5,000) coverage.
Pension Plan (new):	<u>Basic Benefit</u> - For service credited from January 1, 1984, \$7 per month per year of service.
Safety Shoe Allowance:	For Mixer, Dough Feeder, Maintenance, Service and Warehouse classifications, \$35 (\$30) per year. Effective November 1, 1984, \$40.
Tool Allowance:	For maintenance department employees, \$60 (\$40) per year.

Weston Bakeries Limited at Kitchener - Local 461, Retail, Wholesale Employees (AFL-CIO/CLC) (production employees): A 24-month renewal agreement effective from November 16, 1983 to November 15, 1985, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 16/83	Nov. 18/84
	General Increases	75¢	70¢
	General Help-Light	\$10.17 (\$9.42)	\$10.87
	Bakery Worker	\$10.70 (\$9.95)	\$11.40
	Licensed Mechanic	\$12.22 (\$11.47)	\$12.92

William Neilson Limited at Georgetown and Toronto - Local P529A, Food and Commercial Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from December 4, 1983 to December 1, 1984, covering 700 employees*, settled with mediation assistance. Duration of negotiations - 4 months.

* Includes 40 employees currently on lay-off status.

Wages:	Effective	Dec. 4/83
	General Increase	6.25%
	Additional Adjustments	Some reclassifications
	Job Class P6 (P7) (includes Packer)	\$7.43 (\$6.99)
	Job Class T2 (includes Tractor Driver)	\$11.18 (\$10.52)
	Job Class M1A (Electronic Technician)	\$14.34 (\$13.50)
Shift Premium:	30¢ (27¢) for B shift and 45¢ (42¢) for C shift. \$3.00 (\$2.40) per hour for A shift personnel only for hours worked prior to 6:00 a.m.	
Weston Road Premium:	\$3.00 (\$2.00) for hours worked between 8 p.m. and midnight on Sundays.	
Ice Cream Premium:	30¢ (25¢) for all employees in Departments 33, 59 and 95.	
Health and Welfare:	<u>Long Term Disability</u> - Benefit increases to 65% (60%) of gross earnings.	
	<u>Dental Plan</u> - Employer pays 100% (90%) of premium costs.	
	<u>Vision Care</u> - \$55 (\$50) every 2 years.	
Meal Allowance:	Effective January 9, 1984, \$3.45 (\$3.25) after 9 hours worked per shift.	

Safety Shoe Allowance:	\$48.75 (\$46) per year for designated personnel and \$42.50 (\$40) for all others.
Uniform Allowance:	Effective January 1, 1984, employer will provide 1 new uniform per employee per year.
Tool Allowance:	\$39.75 (\$37.50) per year for Lubrication Mechanic and \$130.50 (\$123) for all other tradesman.

TOBACCO PRODUCTS

Imperial Leaf Tobacco, Division of Imasco Ltd. at Aylmer - Local 10, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from November 1, 1983 to October 31, 1985, covering 500 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Nov. 1/83</u>	<u>Nov. 1/84</u>
General Increases		80¢	70¢
Additional Adjustments		Some reclas- sifications	
Labour Group 2 (includes Paper Press Attendant)		\$9.45 (\$8.65)*	\$10.15
Labour Group 10 (Control Room Operator)		\$10.12 (\$9.32)*	\$10.82
* Previous rates reflect a 20¢ adjustment effective October 1, 1981.			

Shift Premium: 0-30¢-45¢ (0¢-30¢-40¢).

Vacation Pay: 12% (10%) after 1,950 accumulated days worked.

FURNITURE AND FIXTURE

Storwal International Inc. at Pembroke - Local 3257, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 20, 1983 to October 18, 1986, covering 298 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 28/84</u>	<u>Apr. 21/84</u>	<u>Oct. 21/84</u>
General Increases		15¢	21¢	36¢
Job Class 1 (General Labourer)		\$6.29 (\$6.14)	\$6.50	\$6.86
Job Class 19 (includes Tool- maker)		\$8.09 (\$7.94)	\$8.30	\$8.66

	Effective	<u>Oct. 21/85</u>	<u>Apr. 22/86</u>
General Increases		28¢	29¢
Job Class 1 (General Labourer)		\$7.14	\$7.43
Job Class 19 (includes Tool-maker)		\$8.94	\$9.23
Paid Vacation:	Effective April 20, 1986, 5 weeks after 20 (25) years' service.		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective October 20, 1985, \$15,000 (\$10,000) coverage.		
	<u>Dental Plan (new)</u> - Effective January 1, 1985, employer pays 100% of premium costs, with 80% co-insurance on the Basic Plan and 50% co-insurance on the Major Plan. Coverage is based on the 1983 Ontario Dental Association fee schedule.		
Pension Plan:	Basic Benefit - For service credited from October 20, 1985, \$7 (\$6) per month per year of service.		

PAPER AND ALLIED

Esselte Pendaflex Canada Inc. at Toronto - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1983 to September 30, 1985, covering 225 employees, settled with mediation assistance. Duration of negotiations - 5 months.

	Effective	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
General Increases		6%	5%
Group 11 (includes Custom Binder Assembler)		\$7.08-\$7.88 (\$6.68-\$7.43)	\$7.43-\$8.27
Group 1 (Maintenance Machinist)		\$12.60-\$13.23 (\$11.89-\$12.48)	\$13.23-\$13.89
	Probationary period is 60 days worked. Maximum rates are reached after 3 increases over 12 months for Group 11, and after one 12-month increase for Group 1.		
Shift Premium:	0-34¢-34¢ (0-33¢-33¢). Effective October 1, 1984, 0-35¢-35¢.		
Health and Welfare:	<u>A.D. & D.</u> - In case of death, double indemnity for surviving spouse.		
Meal Allowance:	\$3.50 (\$3.00). Effective October 1, 1984, \$4.00.		
Safety Shoe Allowance:	\$37.50 (\$35) per year.		

PRIMARY METAL

Haley Industries Limited at Haley - Local 4820, United Steelworkers (AFL-CIO/CLC): A
 36-month renewal agreement effective from September 16, 1983 to September 15, 1986, covering 320 employees*, settled with mediation assistance. Duration of negotiations - 6 months.

* Includes 186 employees currently on lay-off status.

Wages:	Effective	<u>Sept. 16/83</u>	<u>Sept. 16/84</u>	<u>Sept. 16/85</u>
General Increases			15¢	20¢
COLA Fold-in		29¢	30¢	25¢
Job Class 5 (4) (includes Maintenance Labourer)		\$9.02 (\$8.73)**	\$9.47	\$9.92
Job Class 23 (25) (includes Pattern Maker Aircraft)		\$11.00 (\$10.71)**	\$11.45	\$11.90

** Previous rates reflect COLA fold-ins totalling \$1.16 and job reclassifications during the previous agreement.

Settlement Pay: \$100 for all active employees.

Cost of Living Allowance: 1¢ per 0.45 point rise in the Consumer Price Index-1971=100, using September 1983 as the base index month. Adjusted quarterly. Folded in annually. Minimum guarantee of 30¢, 25¢ and 20¢ in the first, second and third contract year respectively. (Previously, minimum guarantee of 20¢ per year.)

Health and Welfare: Life Insurance and A.D. & D. - \$16,000 (\$15,000) coverage. Effective September 16, 1984, \$17,000. Effective September 16, 1985, \$18,000.

Weekly Indemnity - Benefit increases to \$185 (\$175) per week. Effective September 16, 1984, \$200.

Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Pension Plan (new): Effective September 16, 1984, employer contributes 5¢ per hour worked.

Safety Shoe Allowance: \$55 (\$50) per year. Effective September 16, 1985, \$60.

Prescription Safety Glasses: \$85 (\$75) per year. Effective September 16, 1984, \$90. Effective September 16, 1985, \$100.

METAL FABRICATING

Frankel Steel Limited at Milton - Local 8945, United Steelworkers (AFL-CIO/CLC): A
36-month renewal agreement effective from October 3, 1983 to October 2, 1986, covering 262 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Oct. 3/84</u>	<u>Oct. 3/85</u>
	General Increases	50¢	50¢
	General Labour	\$10.41-\$10.65 (\$9.91-\$10.15)	\$10.91-\$11.15
	Mechanical, Electrical and Electronic Maintenance Mechanic	\$14.12-\$14.66 (\$13.62-\$14.16)	\$14.62-\$15.16

Probationary period is the first 30 working days in the first 6 months of employment. Maximum rates are reached after four 3 month periods.

Settlement Pay: \$100 for all active employees.

Cost of Living Allowance: Effective September 30, 1985, 1¢ per 0.5 point change in the Consumer Price Index for Toronto 1981=100 (1971=100). Triggers at 5% above the October 1985 index. Adjusted and paid quarterly. (Basic formula is unchanged.)

Safety Shoe Allowance: Effective October 3, 1985, \$65 (\$60) maximum per contract year.

MACHINERY

Keeprite Incorporated at Brantford - Keeprite Workers' Independent Union (Ind.): A
24-month renewal agreement effective from October 1, 1983 to September 30, 1985, covering 375 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
	Average Increases	5%	4.5%
	Group 9 (includes General Labour)	\$8.74-\$9.33 (\$8.745-\$8.855)	\$8.74-\$9.83
	Group 1 (includes Millwright - Maintenance)	\$9.00-\$9.88 (\$9.005-\$9.405)	\$9.00-\$10.38

Probationary period is 90 days. Maximum rates are reached on merit.

Cost of Living Provision: 70¢ generated under the previous agreement was added to the existing float of 42¢ for a total float of \$1.12.

Suspended. (Previously, 1¢ per 0.35 point change in the Consumer Price Index - 1971=100. Triggered at 5%.)

Holiday Pay: Employer pays the difference between Weekly Indemnity and Workers Compensation or any other form of salary continuance including the first year only of long term disability benefits, and holiday pay (new).

Health and Welfare: Weekly Indemnity - Payable on a 1-4-6-26 (1-4-26) basis.

Pension Plan: Past Service Benefit - Current benefit increases by \$1 per month per year of credited service.

Future Service Benefit - \$16.50 (\$15.50) per month per year of service.

Supplementary Pension (new) - Retirees aged 60 with 30 years' service receive a temporary monthly supplement equal to the sum of the maximum CPP and OAS monthly benefits in effect on date of retirement, until age 65.

TRANSPORTATION EQUIPMENT

Bundy of Canada Limited at Cambridge - Local 1352, Auto Workers (CLC): A 36-month renewal agreement effective from February 1, 1984 to January 31, 1987, covering 207 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	<u>Effective</u>	<u>Feb. 1/84</u>	<u>Feb. 1/85</u>	<u>Feb. 1/86</u>
Increases		10¢	15¢-30¢	20¢-35¢
COLA Fold-in		53¢	50% of float	50% of float
Grade 1 (includes Hand Assembly)		\$8.99 (\$8.36)	\$9.14	\$9.34
Grade 9 (11) (includes Toolmaker)		\$12.53 (\$11.90)	\$12.83	\$13.18

Previous rates reflect a COLA fold-in of 60¢ paid in October, 1982.

Starting Rates - 85% of current job rates until completion of the 45-working day probationary period. (Previously, 25¢ below current job rate.)

Cost of living Allowance: 50% of the existing \$1.06 float is folded into wages on February 1, 1984, leaving a 53¢ float.

1¢ per 0.34 point change in the Consumer Price Index - 1971=100, using November, 1983 as the base index month. Adjusted quarterly. Fifty per cent of COLA float to be folded into wages on February 1, 1985 and February 1, 1986. (Basic formula is unchanged.)

Shift Premium: Effective February 1, 1986, 0-25¢-28¢ (0-20¢-23¢).

Health and Welfare: Dental Plan - Effective January 1, 1985, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

Paramount Industries and Donlee Plastics, Divisions of Donlee Manufacturing Industries Limited at Toronto - Local 1813, Clothing and Textile Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from November 20, 1983 to November 16, 1985, covering 270 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 2/84	Nov. 18/84
	General Increases	1.75%	2.75%
	Group VII (includes Trim & Pack-Donlee Plastics)	\$6.70 (\$6.58)	\$6.88
	Group VIII (includes Plating Loader-Paramount Industries)	\$6.80 (\$6.68)	\$6.99
	Group I (includes Die Maker-Paramount Industries and Machine Set-Up-Donlee Plastics)	\$8.96 (\$8.81)	\$9.21

Probationary period is 60 (45) days of work.

Lump Sum Payment: \$140 in lieu of retroactive pay, for each employee on the payroll on date of ratification.

Bereavement Leave: Sister-in-law and brother-in-law are added to the provision for 1 day's paid leave.

Prescription Safety Glasses: Employer pays 100% of cost for prescription safety glasses if purchased at an approved supplier. (Previously, maximum \$25 every 2 years.)

PETROLEUM AND COAL PRODUCTS

Gulf Canada Products Company, Clarkson Refinery at Mississauga - Local 593, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from February 1, 1984 to January 31, 1985, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Wages:	Effective	Feb. 1/84
	General Increase	5%
	Labourer	\$11.41 (\$10.87)

Feb. 1/84

Mechanic #1	\$16.91 (\$16.10)
Master Operator	\$18.28 (\$17.41)

Shift Premiums: 0-61¢-\$1.08 (0-59¢-\$1.02)

7 day continuous operation:
8 hour shift 31¢-61¢-\$1.08 (28¢-59¢-\$1.03)
12 hour shift 41¢-92¢ (37¢-90¢)

Petro-Canada Products Inc. in Ontario, Alberta and British Columbia, formerly BP Refinery and Marketing Ltd., Petro-Canada Ventures - Locals 593 and 599, 686 and 746, Energy and Chemical Workers (CLC): Eight 12-month renewal agreements effective from February 1, 1984 to January 31, 1985, with six covering 307 Ontario employees at Toronto, Mississauga and Oakville, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/84</u>
	General Increase	5%
	<u>Trafalgar Refinery, Oakville</u>	
	General Utilityman	\$11.94 (\$11.37)
	Plant Operator	\$18.28 (\$17.41)

Shift Premiums: 0-61¢-\$1.08 (0¢-59¢-\$1.02)

7 day continuous operation, Trafalgar Refinery;
8 hour shift 31¢-61¢-\$1.08 (29¢-59¢-\$1.02)

Shell Canada Limited (Sarnia Refinery) at Corunna - Local 848, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from February 1, 1984 to January 31, 1985, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 7 weeks.

Wages:	Effective	<u>Feb. 1/84</u>
	General Increase	5%
	Regular Labour	\$11.24 (\$10.70)
	Journeyman	\$16.91 (\$16.10)
	Senior Process Operator	\$18.28 (\$17.41)

CHEMICAL AND CHEMICAL PRODUCTS

Du Pont Canada Inc. Nipissing Works at North Bay - Nipissing Independent Union (hourly-rated employees): A 24-month renewal agreement effective from December 5, 1983 to December 4, 1985, covering 258 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 18/84	Aug. 5/84	Apr. 5/85
	Average Increases	1.6%	1.6%	1.6%
	Serviceman II (Labourer)	\$10.13 (\$10.13)	\$10.23	\$10.39
	Mechanic-Class "A"	\$12.87 (\$12.67)	\$13.07	\$13.27

Safety Shoe Allowance: \$52 (\$50) per year for the first pair. Effective December 5, 1984, \$55.

Recall Rights (new): Employee on lay-off has the right to recall for up to 12 months.

Dow Chemical Canada Inc. at Sarnia - Local 672, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from March 1, 1984 to February 28, 1985*, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* The previous 12-month agreement that was to have expired February 29, 1984, provided for a 6% increase in wages and shift premiums to be deferred until the last week of the contract. The then negotiated changes have been now replaced by the new terms implemented on the dates as indicated below:

Wages:	Effective	Jan. 3/84	Feb. 20/84
	General Increases	5%	6%
	Utility "B"	\$10.05 (\$9.57)	\$10.65
	Lead Journeyman	\$15.23 (\$14.50)	\$16.14
	Chief Operator	\$16.40 (\$15.62)	\$17.38

Shift Premiums: Effective January 3, 1984, 0-57¢-\$1.00 (0-54¢-95¢). Effective February 20, 1984, 0-60¢-\$1.06.

7 day continuous operation:
12 hour shift - Effective January 3, 1984, 38¢-85¢ (36¢-81¢).
Effective February 20, 1984, 40¢-90¢.

Health and Welfare: Life Insurance - Effective January 3, 1984, \$38,000-\$50,000 (\$32,000-\$50,000) coverage depending on classification.

Life Insurance for Retirees - Effective January 3, 1984, \$2,500 (\$2,000) coverage for retirements after May 1, 1981.

Weekly Indemnity - Effective January 3, 1984, benefit increases to \$280-\$430 (\$250-\$380) per week depending on classification.

Long Term Disability - Effective January 3, 1984, monthly benefit of \$1,050-\$1,700 (\$900-\$1,400) depending on classification.

HEALTH AND WELFARE SERVICES

Ontario Council of Administrators of Teaching Hospitals at Toronto and other centres
- Professional Association of Internes and Residents of Ontario
(Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 2,400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/84
	General Increase	5%
	Interne	\$25,698 (\$24,474)
	Resident 1	\$28,643 (\$27,279)
	Resident 5	\$37,607 (\$35,816)
Administrative Bonus:	\$2,205 (\$2,100) per year for Chief Resident; \$1,103 (\$1,050) per year for Senior Resident.	
Meal Allowance:	\$3.20 (\$3.10) per meal which occurs during scheduled duty periods over and above regular hours.	

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct (Publications) Inc. at Hamilton, Kitchener, Ottawa, Sudbury, Thunder Bay, Toronto, Ont. and Montreal, Que. - Canadian Telephone Employees
Association (Ind.) (clerical and associated employees): Two 24-month renewal agreements effective from January 22, 1984, to January 18, 1986, covering 392 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 22/84	Jan. 20/85
	General Increases	5%	4%
	Additional Adjustments	1% to the last incremental step for Clerks, Grades 1-8, Office Porter and Camera Operator; 2% to Layout Artist, Senior Layout Artist and Sales Record Representative	Same as Jan. 22/84; 2% to Video-text Artist

Jan. 22/84

Jan. 20/85

Weekly Rates

Clerk Grade 4	\$258.50-\$318.75 (\$246.25-\$300.75)	\$268.75-\$334.75
Videotex Artist (new)	\$359.25-\$484.50	\$380.75-\$513.50

Probationary period is 6 months. Maximum rates are reached after four 6-month increases for Clerk Grade 4, and after six 6-month increases for Videotex Artist.

Cost of Living Allowance (new): % per % increase in the Consumer Price Index - 1981=100, from the base index month of December, 1983 to December, 1984. Triggers at 6%. Applied to basic pay for the period January 22, 1985 to April 27, 1985. Payable in a lump sum, May, 1985.

Pregnancy Allowance (new): Effective February 1, 1984, for employees with 12 months' continuous service prior to maternity, 15% of normal earnings to a maximum of \$1,000.

PERSONAL SERVICES

Cara Operations Limited (Airline Services Division) at Mississauga - Local 75,
Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1983 to October 31, 1985 covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/83</u>	<u>May 1/84</u>
	Increases	35¢ on job rate	20¢-37¢ on job rate
	Classification Adjustment	23¢ for Galley Builder	
	Flight Kitchen Assistant	\$6.61-\$7.61 (\$6.76-\$7.26)	\$6.81-\$7.81
	1st Baker	\$8.99-\$9.99 (\$9.14-\$9.64)	\$9.36-\$10.36
		<u>Nov. 1/84</u>	<u>May 1/85</u>
	Increases	35¢ on job rate	20¢-37¢ on job rate
	Flight Kitchen Assistant	\$7.16-\$8.16	\$7.36-\$8.36
	1st Baker	\$9.71-\$10.71	\$10.08-\$11.08

Probationary period is 40 days worked. Start rates are \$1.00 below job rates. Job rates are reached with two 6-month increases of 50¢ each. (Previously, job rates were reached with one 50¢ increase upon completion of the probationary period).

Paid Vacation: 5 weeks after 22 (25) years' service. Effective November 1, 1984, 5 weeks after 19 years.

Pension Plan: Effective June 1, 1985, employer contributes 15¢ per hour worked to the union pension plan (previously, no employer contribution).

CONSTRUCTION

Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, the Acoustical Association of Ontario, the Resilient Flooring Contractors Association of Ontario, the Caulking Contractors Association of Ontario, the Industrial Contractors Association of Canada and the Interior Systems Contractors Association of Ontario - Ontario Provincial Council, Carpenters (AFL-CIO)(industrial, commercial and institutional construction sectors): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 12,000 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	Increase		\$1.00
	<u>Journeyman</u> <u>Carpenter</u>		
	Local 2466, Pembroke	\$18.22 (\$18.22)	\$19.22
	Toronto District Council OLRB Area #8	\$21.76 (\$21.76)	\$22.76
	Local 18, Hamilton	\$21.79 (\$21.79)	\$22.79

A. ACOUSTIC AND DRYWALL APPENDIX

	<u>Journeyman</u>		
	Local 2466, Pembroke	\$18.22 (\$18.22)	\$19.22
	Local 675, Toronto	\$20.37 (\$20.37)	\$21.37
	Local 18, Hamilton	\$21.79 (\$21.79)	\$22.79

B. CAULKING APPENDIX

	<u>Journeyman Caulker</u>		
	Local 27, Toronto	\$17.59 (\$17.59)	\$18.59

C. RESILIENT FLOOR WORKERS APPENDIX

Effective	<u>May 1/84</u>	<u>May 1/85</u>
<u>Journeyman Resilient Floor and Carpet Layer</u>		
Western Ontario District Council - Goderich, London, Owen Sound and Stratford	\$18.89 (\$18.89)	\$19.89
Local 2965, Toronto	\$19.50 (\$19.50)	\$20.50
Local 18, Hamilton	\$19.62 (\$19.62)	\$20.62

Note: Rates shown include vacation pay and employer contributions to welfare and pension funds, with the exception of Journeyman Caulker, Local 27, Toronto, which does not include pension. Acoustic and Drywall Journeyman, Local 675, Toronto, also includes employer contribution to supplementary unemployment benefit fund.

Further details are not yet available.

Ontario Masonry Industry Employers Council - Ontario Provincial Conference, Bricklayers (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers) (industrial, commercial and institutional construction sectors): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 3,500 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
Increase			\$1.00
Local 8, Barrie		\$19.92 (\$19.92)	\$20.92
Local 2, Toronto		\$21.24 (\$21.24)	\$22.24
Local 1, Hamilton		\$21.31 (\$21.31)	\$22.31

Note: Above rates include vacation pay and employer contribution to pension fund. For Toronto and Hamilton, employer contribution to welfare fund and for Hamilton only, employer contribution to supplementary unemployment benefit are also included.

Further details are not yet available.

Negotiations in Progress during January 1984 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Associated Fur Industries of Toronto Inc.	Food and Commercial Workers (AFL-CIO / CLC) (production workers)	350	B
Bell Canada, province-wide**	Cdn. Telephone Employees' Assn. (Ind.) (communications sales empls.)	667	B
Bilt-rite Upholstering Co. Ltd., Weston	Upholsterers (AFL-CIO /CLC)	300	CO
Brown Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO /CFL)	270	B
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake	Carpenters (AFL -CIO)	219	CO
Cadbury Schweppes Powell Inc. (Cadbury Div.), Whitby	Teamsters (Ind.)	335	B
Canadian National Institute for the Blind (Ontario Div.), province-wide	Service Employees Intl. (AFL -CIO /CLC)	315	CO
Canadian Press and Broadcast News, Toronto and Ottawa	Newspaper Guild (AFL-CIO /CLC)	348	B
Canadian Red Cross Society, Blood Transfusion Service, Toronto, Hamilton, Ottawa and London	Employees Assn. (Ind.)	230	B
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	204	CO
Canadian Standards Assn., Toronto	CUPE (CLC)	350	MED /WS
Canteen of Canada Ltd., Toronto	Retail, Wholesale Employees (AFL -CIO / CLC)	300	CO
Certified Automotive Products (Canada) Ltd., Toronto	United Steelworkers (AFL -CIO /CLC)	681	B
Chromasco Ltd., Haley	United Steelworkers (AFL -CIO /CLC) (production and maintenance empls.)	325	CO
Cosa Nova Fashions Ltd., Toronto	Textile Processors (Ind.)	250	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL -CIO /CLC) (bookbinders)	600	CO
Custom Trim Ltd., Waterloo	Rubber Workers (AFL -CIO /CLC)	323	B
Cyanamid Canada Inc., Niagara Falls	Electrical Workers (UE) (CLC)	210	CO

*See page 24 for definition of codes

**Federal jurisdiction

Negotiations in Progress during January 1984 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Dempster's Bread (Div. of Corporate Foods Ltd.), Toronto	Teamsters (Ind.)	210	B
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	600	CO
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	300	B
Dubreuil Brothers Ltd., Dubreuilville	Employees Assn. (Ind.)	275	B
Du Pont Canada Inc. (Nipissing Works), North Bay	Nipissing Independent Union (hourly rated empls.)	258	B
Durham Regional Board of Commissioners of Police	Police Association (Ind.)	443	B
Durham Regional Municipality (Homes for the Aged), Whitby	CUPE (CLC)	498	B
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	225	B
Eastern Ontario Children's Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	RL
E.B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn	Cdn. Paperworkers (CLC)	210	ME
Etobicoke City Board of Education	CUPE (CLC)	463	B
Falconbridge Ltd., Falconbridge	United Steelworkers (AFL-CIO/CLC)	420	PC
Falconbridge Ltd., Nickel Centre	Mine, Mill and Smelter Workers (Ind.)	1,831	B
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	460	ME
Ferranti-Packard Transformers Ltd., St. Catharines	United Steelworkers (AFL-CIO/CLC)	225	B
Fiberglas Canada Inc., Sarnia	Energy & Chemical Workers (CLC)	427	CO
Firestone Textiles Co., Div. of Firestone Canada Inc., Woodstock	United Textile Workers (AFL-CIO/CLC)	220	B
Fruehauf Canada, Ingersoll	Auto Workers (CLC)	267	PC
Greb Industries Ltd. (Div. of Warrington Inc.), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	240	CO
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	433	B

Negotiations in Progress during January 1984 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Holiday Inn of Toronto - Downtown of the Commonwealth Holiday Inns of Canada Ltd.	Hotel Employees (AFL-CIO/CLC)	330	B
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	366	MED/WS
International Malleable Iron Co. Ltd., Guelph	United Steelworkers (AFL-CIO/CLC)	217	B
Kelsey-Hayes Canada Ltd. (Beards Lane Plant and Eureka Foundry), Woodstock	Auto Workers (CLC)	394	CO
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)	480	B
Lakehead Board of Education	CUPE (CLC)	240	B
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	PCB
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	252	CO
Lily Cups Ltd., Toronto	Graphic Communications (AFL-CIO/CLC)	495	CO
Lincoln County Board of Education	CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	352	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	200	B
London City Corp.	CUPE (CLC) (inside empls.)	325	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	325	B
Maritime Employers' Assn., ** Hamilton and Toronto	Longshoremen (AFL-CIO/CLC)	215	B

** Federal jurisdiction

Negotiations in Progress during January 1984 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
McDonnell Douglas Canada Ltd. Mississauga	Auto Workers (CLC)(office and clerical empls.)	323	PC
McDonnell Douglas Canada Ltd. Mississauga	Auto Workers (CLC)(production empls.)	2,277	PC
Metropolitan Separate School Board, Toronto	CUPE (CLC)	525	B
Metropolitan Toronto Board of Commissioners of Police	Police Association (Ind.)	6,400	AR
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC)(part-time empls.)	816	AR
Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission	CUPE (CLC)(inside and outside empls.)	7,000	B
Nestle Enterprises Ltd., Chesterville	Retail, Wholesale Employees (AFL - CIO/CLC)	240	B
Niagara Falls City Corp.	CUPE (CLC) (inside and outside empls.)	278	B
Niagara Regional Municipality Roads Div., Water Treatment and Pollution Control Unit	CUPE (CLC) (office and clerical unit)	450	B
Niagara South Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	430	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	700	B
North York City Board of Education	CUPE (CLC) (office, clerical and technical empls. and teacher aids)	700	B
North York City Corp.	CUPE (CLC) (inside and outside empls. and dental hygienists)	1,250	B
North York City Corp.	Fire Fighters (AFL -CIO/CLC)	630	B
Ontario Housing Corp. and Metro Toronto Housing Authority	CUPE (CLC)	670	B
Ontario Housing Corp. and other Housing Authorities (except Metro Toronto)	CUPE (CLC)	1,200	B

Negotiations in Progress during January 1984 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.)	325	C0
Ontario Jockey Club (Mutuel Dept. Standardbred Race Operations), Rexdale	Service Employees Intl. (AFL-CIO/CLC)	250	B.
Ontario Jockey Club (Mutuel Dept. Thoroughbred Race Operations), Rexdale	Service Employees Intl. (AFL-CIO/CLC)	300	B
Oshawa City Corp.	CUPE (CLC)	217	B
Parkwood Hospital Veterans Care Centre and Western Counties Wing and McCormick Home for the Aged, London	Service Employees Intl. (AFL-CIO/CLC)	510	B
Property Management Services Organization, Toronto	Labourers (AFL-CIO)	250	C0
Quaker Oats Co. of Canada Ltd., Peterborough	Food and Commercial Workers (AFL - CIO/CLC)	330	MED/WS
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL - CIO/CLC)	400	C0
Renfrew County Corp. (Bonnechere Manor), Pembroke	CUPE (CLC)	200	B
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	202	C0
Ryerson Polytechnical Institute Board of Governors	Staff Assn. (Ind.)	487	PCB
St. Catharines City Corp.	CUPE (CLC) (outside empls.)	210	B
St. Thomas-Elgin General Hospital	Service Employees Intl. (AFL - CIO/CLC)	470	C0
Sault Ste Marie City Corp.	CUPE (CLC) (service and maintenance empls.)	220	B
Scarborough City Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	800	B
Scarborough City Board of Education	CUPE (CLC) (part-time operations and maintenance empls.)	450	B

Negotiations in Progress during January 1984 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Scarborough City Corp.	Fire Fighters (AFL-CIO/CLC)	461	B
Seagram Co. Ltd., Amherstburg	Auto Workers (CLC)	250	B
Simcoe County Board of Education	CUPE (CLC)	370	B
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	500	B
Sudbury Regional Municipality	CUPE (CLC)	200	B
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	224	B
Toronto City Board of Education	CUPE (CLC)(chief caretakers, chief engineers and stationary engineers)	243	B
Toronto City Board of Education	CUPE (CLC)(elementary school office and clerical empls.)	204	B
Toronto City Board of Education	CUPE (CLC)(office and clerical empls. and librarians)	409	B
Toronto City Board of Education	Toronto-Central Ontario Building and Construction Trades Council (AFL- CIO)	243	B
Toronto City Board of Education (Plant Operations Dept. and Maintenance and Construction Dept.)	CUPE (CLC)(caretakers and maintenance empls.)	721	B
Toronto City Corp.	CUPE (CLC) (inside and outside empls.)	3,808	B
Toronto Electric Commissioners and Toronto Hydro Electric System	CUPE (CLC)	950	B
Toronto Commercial Film Producers Assn.	Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	415	B
Toronto Hotel Employers Association	Hotel Employees (AFL-CIO/CLC)	3,500	C
Union Gas Ltd., southwestern Ontario	Energy and Chemical Workers (CLC) (hourly-rated and clerical empls.)	1,000	C
Victoria Hospital Corp., London	Office and Professional Employees (AFL-CIO/CLC)	406	B
Victoria Hospital Corp., London	Service Employees Intl. (AFL-CIO/CLC)	400	C

Negotiations in Progress during January 1984 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Victoria Hospital Corp., London	Service Employees Intl. (AFL-CIO/CLC) (full-time service empls. and RNA's)	900	C0
Voyageur Colonial Ltd., Ottawa **	Railway, Transport and General Workers (AFL-CIO/CLC)	466	B
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	415	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	445	B
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	200	B
Windsor City Board of Education	CUPE (CLC)	227	B
Windsor City Corp.	CUPE (CLC) (outside empls.)	350	B
York City Board of Education	CUPE (CLC)	233	B
<u>More Than One Province</u>			
CN/CP Telecommunications, system-wide **	Communications and Allied Workers (Ind.)	2,243	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont., and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo- engravers)	1,000	C0
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont., Calgary and Medicine Hat, Alta. and Winnipeg, Man.	Food and Commercial Workers (AFL-CIO/CLC)	500	C0

**Federal Jurisdiction

Negotiations in Progress during January 1984 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- RL - Restraint Legislation
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in February 1984

Employer and Location	Union	No. of Empls.
Associated Fur Industries of Toronto Inc.	Food and Commercial Workers (AFL - CIO/CLC) (production workers)	350
Bell Canada, province-wide	Cdn. Telephone Employees' Assn. (Ind.) (communication sales empls.)	667
Cadbury Schweppes Powell Inc. (Cadbury Div.), Whitby	Teamsters (Ind.)	335
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	204
Erranti-Packard Transformers Ltd., St. Catharines	United Steelworkers (AFL -CIO/CLC)	225
International Malleable Iron Co. Ltd., Guelph	United Steelworkers (AFL -CIO/CLC)	217
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	233
Toronto Commercial Film Producers Assn.	Theatrical Stage Employees (I.A.T.S.E.) (AFL -CIO/CLC)	415

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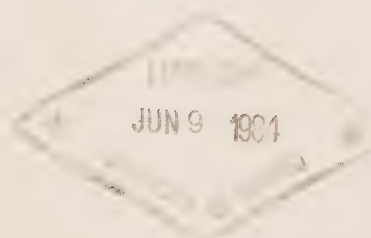
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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
FEBRUARY 1984



INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in February 1984. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in March 1984.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	26
February 1984 Settlements	
Food and Beverage	27
Rubber and Plastics Products	30
Leather	32
Textile	32
Clothing	33
Wood	34
Primary Metal	34
Metal Fabricating	35
Transportation Equipment	36
Non-Metallic Mineral Products	36
Education and Related Services	37
Services to Business Management	38
Addenda	
December 1983 Settlement	39
January 1984 Settlements	40
Negotiations in Progress during February 1984	
Covering 200 or More Employees	43
Collective Bargaining Agreements Covering 200 or	
More Ontario Employees Expiring in March 1984	53

Highlights of Major Settlements and Negotiations, February 1984

Food Industry. A two-year agreement between The Quaker Oats Company of Canada and 359 members of the United Food and Commercial Workers ended a 10-week strike at the company's cereal products plant in Peterborough. The settlement resulted from 62 per cent of the employees voting to accept the same offer they had rejected 10 days earlier. The new contract, which will expire on October 31, 1985, provided general wage increases of 6 per cent in the first year and 5 per cent in the second year, and also included a \$200 signing bonus for each seniority employee. The existing Wage Bonus Plan was retained for the next two years. Among other major changes were a 5 cent increase in shift premiums, an additional week of paid vacations for long-service employees, and a number of improvements in the area of pension and insured health and welfare benefits. In addition, the company consented to write into the agreement the private pension plan and discuss with the union any arising pension questions. A definition of seniority as the length of continuous service in the Peterborough plant was also agreed upon.

At Ault Dairies, a division of Ault Foods Ltd., a contract settlement was reached in late February affecting 300 employees belonging to Local 647 of the Teamsters union and working at the company's operations in the Greater Toronto area. The new three-year pact, ratified by 80 per cent of the employees, provided general wage increases totalling \$2.25 per hour, with an extra wage adjustment of 5 cents per hour each year for skilled tradesmen. The increases are to be implemented in three annual installments of 70, 65 and 90 cents (averaging about 6, 5 and 7 per cent), with the first raise retroactive to January 1, 1984. The existing cost-of-living provision became inoperative. The present COLA float of \$1.35 cents per hour, generated over the last three years, will continue to be paid as an add-on. The negotiated package also included higher premium payments, liberalized vacation policies, better life insurance coverage, a new vision care plan and increased meal and tool allowances. In addition, the company agreed to provide higher severance payments and to increase its contributions to the province-wide pension plan of Local 647.

In the past, the first agreement reached at one of the major dairy plants has influenced subsequent settlements at most of the other dairies in Ontario. In the 1981 bargaining round, the pattern agreement was established at the London branch of Silverwood Dairies. Since all dairy operations of Silverwood Industries were purchased last August by Ault Foods, it is believed the new contract terms may continue to set a precedent for labour settlements at other dairy producers across the province.

Rubber Industry. The 1983 round of major negotiations in the rubber industry in Ontario was completed with the ratification of a three-year agreement between General Tire Canada and Local 536 of the United Rubber Workers representing 614 plant employees at the company's Tire Division in Barrie. The settlement ended a seven-month work stoppage over concessions sought by the company in wages, benefits and working conditions valued by the union at about \$2.30 per hour. The proposed concessions were very similar to those obtained over the past two years by the company's parent firm in the United States.

The Barrie settlement, ratified by a 67 per cent majority on February 2, differed only slightly from the company's pre-strike offer. The new contract, running to June 30, 1986, included provisions to fold the

existing COLA float into wage rates in two stages. Under the new COLA clause, 65 per cent of the newly generated COLA is to be incorporated directly into wage rates and the remaining 35 per cent is payable contingent on the company's earnings. The new terms also called for a reduction in the existing wage rates for certain job classifications and newly hired workers, a co-payment on most medical plans that were previously fully company-paid, a downgraded over-time provision, the elimination of a paid holiday and the company option to introduce continuous operation. Aside from these revisions, the settlement included improved life insurance coverage and pension benefits and addressed the contentious issues of incentive pay standards and industrial safety, the repayment of some medical expenses incurred by the employees participating in the strike, as well as the reinstatement of employees disciplined for alleged picket-line infractions.

Index to Settlements Reported, February 1984

Employer and Location	Union	Page
Ault Dairies (a div. of Ault Foods Ltd.) (Toronto Plants, Distribution and Maintenance Dept.)	Teamsters (Ind.)	
B & C Yachts Manufacturing Ltd., Niagara-on-the-Lake	Carpenters (AFL-CIO)	
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC) (plant, office and clerical empls.)	
Canadian Standards Assn., Rexdale	CUPE (CLC)	
Canvil Ltd., Simcoe	Machinists (AFL-CIO/CLC)	
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	
Construction Site Teamster Employer Bargaining Agency, province-wide	Teamster Construction Council of Ontario, Teamsters (Ind.) (industrial, commercial and institutional construction)	
Du Pont Canada Inc. (Kingston Works)	Kingston Independent Nylon Workers (Ind.)	
Fiberglas Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	
General Tire Canada Ltd. (Tire Div.), Barrie	Rubber Workers (AFL-CIO/CLC)	
Grebb Industries (a div. of Warrington Products Inc.), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	
Kaiser Oats Co. of Canada Ltd., Peterborough	Food and Commercial Workers (AFL-CIO/CLC)	
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	
Seagram Co. Ltd., Amherstburg	Auto Workers (CLC) (plant empls.)	
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	
Thunder Bay City Corp.	CUPE (CLC) (office, clerical and technical empls.)	
Toronto Board of Education	Ont. Public Service Empl. (NUPGE) (CLC) (elementary and secondary occasional teachers)	
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	

FOOD AND BEVERAGE

Ault Dairies, a division of Ault Foods Limited, formerly Dominion Dairies Limited (Toronto Plants, Distribution and Maintenance Departments)- Local 647, Teamsters (Ind.): A 36-month renewal agreement effective from January 1, 1984 to December 31, 1986, covering 300 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Jan. 1/84	Jan. 1/85	Jan. 1/86
General Increases		70¢	65¢	90¢
Skilled Trades Adjustments		5¢	5¢	5¢
General Labour		\$11.89 (\$11.19)	\$12.54	\$13.44
Electrician, Maintenance Mechanic		\$14.1025 (\$13.3525)	\$14.8025	\$15.7525
<u>Weekly Rates</u>				
Wholesale Driver (Ice Cream)		\$505.60 (\$477.60)	\$531.60	\$567.60
Cost of Living Provision:	\$1.35 COLA generated under the previous agreement continues to float.			
	Deleted. (Previously, 1¢ per 0.5 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly. Capped at \$1.35.)			
Shift Premium:	35¢ (30¢) per hour.			
Tractor-Trailer Premium:	\$20 (\$15) per week. Effective January 1, 1985, \$25.			
Paid Vacation:	4 weeks after 11 (12) years' service, 6 weeks after 27 (30) years.			
Health and Welfare:	Life Insurance - \$11,000 (\$10,000) coverage. Effective January 1, 1985, \$12,000.			
	<u>Optical Plan (new)</u> - \$100 every 2 years for employee and dependents.			
Pension Plan:	<u>Employer Contribution</u> - \$15 (\$14) per person per week. Effective January 1, 1985, \$16. Effective January 1, 1986, \$18.			
Meal Allowance:	\$2.50 (\$2) after 2 hours' overtime, \$4.50 (\$4) after 4 hours and \$6.50 (\$6) after 6 hours.			
Tool Allowance:	\$175 (\$150) per year. Effective January 1, 1985, \$200. Effective January 1, 1986, \$220.			
Severance Pay:	For employee with 2 or more years' service, 5 (2) days' regular wages per year of service.			

Quaker Oats Company of Canada Limited at Peterborough - Local 293-1, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1983 to October 31, 1985, covering 359 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Nov. 1/83	Nov. 1/84
General Increases		6%	5%
Grade 1 (General Labourer)		\$10.37 (\$9.78)	\$10.89
Grade 10 (Maintenance VII)		\$12.70 (\$11.98)	\$13.34
Settlement Pay:	\$200 per employee.		
Shift Premium:	0-30¢-35¢ (0-25¢-30¢).		
Paid Vacation:	6 weeks after 30 years' service (new). Effective November 1, 1984, 4 weeks after 11 (12) years.		
Bereavement Leave:	Son and daughter are added to the provision for 5 days' paid leave.		
Health and Welfare:	<u>Dependant Life Insurance</u> - \$2,000 coverage for spouse (unchanged) and \$1,000 for each child (new). <u>Life Insurance for Retirees</u> - \$3,000 (\$2,000) coverage, for employee with ten years' service. <u>Weekly Indemnity</u> - Benefits of 75% of weekly earnings extended to 8 (6) weeks before UIC payments commence. At termination of UIC payments plan is reactivated for a further 18 (20) weeks for employees with 10 years' service, 12 (14) weeks for those with 5 years and 5 (7) weeks for employees with 3 months' service. <u>Long Term Disability</u> - Pension of disabled employees will continue to accrue while disabled (new). <u>Major Medical</u> - Maximum claim for hearing aids is \$350 every four years. (Previously, \$300 maximum lifetime benefit). Maximum \$300 (\$200) per year for services of a speech therapist and \$400 (\$200) per year for services of a psychologist. \$200 (\$75) per year for orthopaedic shoes. <u>Dental Plan</u> - Employer pays 80% of premium costs for basic care and 50% for major services to a maximum of \$1,500 (\$1,000) per year. Employer pays 50% of premium costs for orthodontic coverage to a maximum of \$1,500 per year. (Previously, \$1,000 lifetime maximum benefit.) Orthodontic care age limit is 21 (18) years. Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective November 1, 1984, the 1984 ODA fee schedule.		

Pension Plan: Basic Benefit - \$16 (\$12) per month per year of service to a maximum of 35 years, or 1.4% of career average earnings up to the Yearly Maximum Pensionable Earnings plus 2% of earnings in excess of YMPE, whichever is greater.

Safety Shoe Allowance: \$60 (\$50) annual maximum.

Seagram Company Limited at Amherstburg - Local 2098, Auto Workers (CLC) (plant employees): A 36-month renewal agreement, effective from February 1, 1984 to January 31, 1987, covering 307 employees*, settled at the bargaining stage. Duration of negotiations - 2 months.

* Includes 100 employees currently on lay-off status.

Wages:	Effective	Feb. 1/84	Feb. 1/85	Feb. 1/86
General Increases		50¢	20¢	20¢
COLA Fold-in		\$2.00	50¢	
Additional Adjustments		5¢ to General Help "B" and skilled trades	Same as Feb. 1/84	Same as Feb. 1/84
General Help "B"		\$11.56 (\$9.01)	\$12.31	\$12.56
Maintenance Class "A"		\$14.02 (\$11.47)	\$14.77	\$15.02

Start Rates - For new employees, \$1 less than regular rates for the first 2080 accumulated hours. (Previously, 5¢ less.)

Cost of Living Allowance: \$1.37 COLA generated during the previous agreement continues to float.

1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly starting in February 1984. (Basic formula is unchanged.)

Health and Welfare: Life Insurance - \$25,000 (\$22,500) coverage.

Weekly Indemnity - Benefit increases to \$275 (\$250) per week. Effective February 1, 1985, \$311. Effective February 1, 1986, \$317.

Long Term Disability - Benefit increases to \$825 (\$800) per month. Effective February 1, 1985, \$850. Effective February 1, 1986, \$900.

Extended Health Care - Employer pays 100% of premium costs for out-of-province coverage (new).

Continuation of Benefits while on Lay-off - For employee with 2080 accumulated hours, employer pays 1 month's premiums to Life Insurance, O.H.I.P., semi-private hospital and prescription drug

plans; 2 months' premiums after 10 years and 3 months' premiums after 15 years. (Previously, 1 month's premiums after 10 years.)

Pension Plan:

Basic Benefit - \$17 (\$12.50) per month per year of service. Effective February 1, 1985, \$18. Effective February 1, 1986, \$19.

Supplementary Benefit - \$14 (\$11) per month per year of service. Effective February 1, 1985, \$15. Effective February 1, 1986, \$16.50.

Minimum Monthly Benefit - For employee aged 55 or over with 30 years' service, \$935 (\$800). Effective February 1, 1985, \$965. Effective February 1, 1986, \$1,000.

Past Retirees - For employees who retired in 1976 or later, benefit is increased to \$13 per month per year of service.

Meal Allowance: \$6.50 (\$6.00).

RUBBER AND PLASTICS PRODUCTS

General Tire Canada Limited, Tire Division at Barrie - Local 536, Rubber Workers

(AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1983 to June 30, 1986, covering 614 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 1/2 months.

Wages:

Effective	Feb. 2/84	Jan. 1/85
COLA Fold-in	Percentage of wage rate equal to 35¢ over plant Average Hourly Earnings*	Percentage of wage rate equal to 30¢ over plant Average Hourly Earnings
Additional Adjustments	Reduction in rates for Janitors and other job classes under Controlled Designations to align with surveyed averages in the community	
Utilityman	\$8.155-\$10.684 (\$8.90**-\$10.35)	
Stationary Engineer 2nd Class	\$12.429 (\$12.08)	

* Under the previous agreement, 65¢ COLA was generated and paid as a float up to June 30, 1983. Effective February 2, 1984, 35¢ of the 65¢ is folded in according to the formula described above. The remaining 30¢ is retained by the employer until January 1, 1985 when it will be folded into wages.

**** Start rate for Utilityman was reduced to \$7.90 retroactive to July 1, 1983.**

Probationary period is 2 calendar months. Maximum rate for Utilityman is reached when experienced on 8 jobs.

Cost of Living Allowance: 1¢ per 0.26 point rise in the Consumer Price Index - 1971=100. First adjustment on January 1, 1985, using the average CPI for June-November 1984 over the average CPI for December 1983 - May 1984. Adjusted and folded in semi-annually. (Previously, adjusted quarterly.) COLA payment is calculated as a percentage of wage rates equal to 65% of COLA generated over the plant Average Hourly Earnings. The remaining 35% of COLA generated is retained by the employer in a profit-sharing fund (new).

Profit-sharing Plan (new): For the years 1985 and 1986, employees may receive lump-sum wage bonuses on February 1986 and February 1987 respectively, according to the following formula: If the annual return on assets is 9% or more, then the bonus is equal to 25% of any COLA funds retained by the employer. If ROA is 11% or more, 50%. If ROA is 12% or more, 75%. If ROA is 13%, 100%. If ROA is greater than 13%, employees will be entitled to an additional lump-sum wage bonus calculated as a percentage of the amount in excess of the 13%.

Overtime Premium: Where employee has accumulated 40 straight time hours of work in a week, time and a half for hours worked on Saturday. Overtime provision will not apply to employees on 7-day continuous operation when such operation is introduced. (Previously, time and a half for all hours worked on Saturday.)

Paid Holidays: 1 floating holiday is deleted for a total of 11 days.

Health & Welfare: Life Insurance and A.D. & D. - \$16,000 (\$13,000) coverage. \$8,000 coverage for spouse (new) and \$2,000 coverage for child (new). (Previously, optional dependent life insurance, employee-funded.)

Life Insurance for Pensioners (other than for total and permanent disability) - \$6,500 for pensioners prior to July 1, 1983; \$3,500 for pensioners on or after February 1, 1984. (Previously, \$6,500 for male pensioners.)

Survivor Income Benefits - Maximum \$300 (\$250) per month or \$7,200 (\$6,000) in total.

OHIP - Employer pays 65% (100%) of premium costs.

Major Medical - Employer pays 90% (100%) of premium costs. \$2 deductible per prescription for prescription drugs with a drug identification number. (Previously, no deductible, no d.i.n. required.)

Employer will reimburse employee for OHIP premium, if fully paid, and drug expenses incurred during the work stoppage.

Dental Plan - \$25 single and \$50 family annual deductibles. (Previously, no deductibles.)

Pension Plan: Basic Benefit - \$15 per month per year of service for employees with 15 or less years of service, \$16.50 for 16 to 29 years, \$17 for 30 or more years. (Previously, \$15 regardless of length of service.)

LEATHER

Greb Industries, a division of Warrington Products Inc. at Kitchener - Local 310, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 23, 1983 to November 22, 1985, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 23/83</u>	<u>Nov. 26/84</u>
	General Increases	43¢	37¢
	Group D	\$6.86 (\$6.43)	\$7.23
	Group A	\$7.45 (\$7.02)	\$7.82

Shift Premium: 0-21¢-24¢ (0-18¢-21¢).

Call-back Pay: Minimum of 4 (2) hours' regular wages.

Vacation Pay: 6 weeks after 24 (25) years' service.

Health and Welfare: Weekly Indemnity - Benefit increases to a maximum of \$255 (\$210) per week.

Safety Shoe Allowance: Employer pays 50% of the cost for 2 (1) pairs per year.

TEXTILE

Du Pont Canada Inc. (Kingston Works) - Kingston Independent Nylon Workers Union (Ind.): A 23-month renewal agreement effective from February 24, 1984 to January 27, 1986, covering 1,260 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months. Previous agreement expired January 27, 1984.

Wages:	Effective	<u>Feb. 24/84</u>	<u>Jan. 28/85</u>
	Increases	20¢-28¢	31¢-43¢
	Serviceman "C"	\$10.43 (\$10.23)	\$10.74
	Storesman	\$11.82 (\$11.59)	\$12.20
	Stationary Engineer 2nd Class	\$14.21 (\$13.93)	\$14.64

Settlement Lump-sum payment for all hours from expiry of old agreement to
Pay: effective date of new agreement at wage rates effective February
24, 1984.

Shift Premium: Effective January 28, 1985, 0-42¢-50¢ (0-42¢-48¢).

CLOTHING

John Rennie Limited at Guelph - Local 740, Clothing and Textile Workers
(AFL-CIO/CLC): A 24-month renewal agreement effective from
January 1, 1984 to December 31, 1985, covering 400 employees,
settled at the conciliation officer stage. Duration of
negotiations - 3 months.

Wages:	Effective	Jan. 1/84	Mar. 1/84	Oct. 1/84	Jan. 1/85
General		6%			5%
Increases*					
Additional			10% to	4% to	
Adjustments**			probation	probation	
			rates	rates	

Base Rates for Incentive Employees

Packaging	\$4.36			\$4.58
and Hand	(\$4.11)			
Operators				
Sewing Machine	\$4.48			\$4.70
Operator	(\$4.23)			

Hourly Employees

Bundle	\$3.40-\$5.10	\$3.75-\$5.10	\$3.90-\$5.10	\$3.90-\$5.36
Operator	(\$3.40-\$4.81)			
Marker -	\$5.91-\$7.90			\$6.21-\$8.30
Experienced	(\$5.58-\$7.45)			

Probationary period is 3 months. Maximum rates are reached after
15 months for Bundle Operator, and after 24 months for Marker -
Experienced.

* Do not apply to probationary rates, except Marker -
Experienced.

** Applies to all hourly employees, except Marker - Experienced.

Hours of Work: Effective January 1, 1985, 42 (40) hours per week.

WOOD

Weyerhaeuser Canada Ltd. at Sault Ste. Marie - Local 2-1000, Woodworkers
(AFL-CIO/CLC): A 24-month renewal agreement effective from November 27, 1983 to November 28, 1985, covering 279 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Nov. 28/83</u>	<u>Nov. 26/84</u>
	General Increases	1%	4%
	Labour	\$8.36 (\$8.28)	\$8.69
	Electrician "A1"	\$10.53 (\$10.43)	\$10.95
Meal Allowance:	\$3.50 (\$2.00).		

PRIMARY METAL

Standard Tube Canada Ltd. at Woodstock - Local 636, Auto Workers (CLC): A 36-month renewal agreement effective from January 3, 1984 to January 2, 1987, covering 500* employees, settled at the post conciliation bargaining stage. Duration of negotiations 2 1/2 months.

* Includes 100 employees currently on lay-off status.

Wages:	Effective	<u>Jan. 3/84</u>	<u>Jan. 3/86</u>
	COLA Fold-in	\$1.75	
	Increase		
	Dayworker		10¢
	Skilled Trades		20¢
	General Job Classification Grade "B"	\$11.05 (\$9.30)	\$11.15
	Tool & Die Maker	\$13.04 (\$11.29)	\$13.24

Cost of Living Allowance: \$1.75 of the \$2 generated under the previous agreement is folded into wages and 25¢ continues to float.

1¢ per 0.3 increase in the Consumer Price Index - 1971=100, using November, 1983 as the base index month. Adjusted quarterly.
(Basic formula is unchanged.)

Health and Welfare: Life Insurance and A.D. & D. - Effective January 2, 1985, \$16,000 (\$14,000) coverage. Effective January 2, 1986, \$17,000 coverage.

Vision Care - Effective January 3, 1985, \$55 (\$40) coverage every 2 years.

Dental Plan - Effective January 3, 1985, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Transition and Bridge Benefit - Effective January 1, 1986, benefit increases to \$300 (\$275) per month.

Pension Plan:	<u>For Retirements Commencing</u>	<u>Jan. 3/85</u>	<u>Jan. 3/86</u>
	Basic Benefit	\$15.00 (\$13.50)	\$15.50
	Supplemental	\$15.00 (\$13.50)	\$15.50
	Disability	\$16.10 (\$14.60)	\$16.60

Benefit rates shown above are per month per year of service.

METAL FABRICATING

Richards-Wilcox of Canada Limited at London - Local 756, Machinists (AFL-CIO/CLC):
A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 202 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/84</u>
	COLA Fold-in	\$1.08
	General Labourer	\$10.00-\$10.32 (\$8.92-\$9.24)
	Tool and Die Maker	\$12.71-\$13.03 (\$11.63-\$11.95)

Cost of Living Allowance: Effective January 1, 1985, 3¢ for each 1.0 point increase in the Consumer Price Index - 1971=100, using December 1984 as the base. Adjusted monthly. (Basic formula is unchanged.)

Health and Welfare: Dental Plan - Effective January 1, 1984, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective January 1, 1985, coverage is based on the 1983 ODA fee schedule.

Weekly Indemnity - Benefit increases to \$255 (\$235) per week. Effective January 1, 1985, \$275 per week.

Pension Plan: Basic Benefit - Effective January 1, 1985, \$12 (\$10) per month per year of past and future service.

Canvil Ltd. at Simcoe - Local 1547, Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from November 14, 1983 to November 13, 1984, covering 209 employees*, settled at the bargaining stage. Duration of negotiations - 3 months.

*Includes 80 employees currently on lay-off status.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Assembly and Deburring \$9.21

Electrician \$10.46

Rates reflect 35¢ COLA fold-in during 1983.

Health and Welfare: Dental Plan - Effective October 1, 1983, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.375 point increase in the Consumer Price Index - 1971=100, using July 1982 as the base index month. Adjusted and folded in quarterly.)

Health and Welfare: Dental Plan - Effective October 1, 1983, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

TRANSPORTATION EQUIPMENT

C & C Yachts Manufacturing Limited at Niagara-on-the-Lake - Local 2737, Carpenters (AFL-CIO): A 36-month renewal agreement effective from August 1, 1983 to July 31, 1986, covering 235 employees, settled with mediation assistance. Duration of negotiations - 7 1/2 months.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Labourer \$9.68

Aluminum Welder \$12.08

Rates reflect a total of 14.8% folded into wages during the previous agreement.

Cost of Living Allowance: Effective August 1984, 1% per 1% rise in the Consumer Price Index-1971=100, using April 1984 as the base index month. Adjusted and folded in quarterly. (Basic formula is unchanged.)

Health & Welfare: Dental Plan - Coverage is based on the current Ontario Dental Association fee schedule.

NON-METALLIC MINERAL PRODUCTS

Fiberglas Canada Inc. at Sarnia - Local 914, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from February 1, 1984 to January 31, 1985, covering 360* employees, settled at the conciliation officer stage. Duration of negotiations - 5 weeks.

* Includes 60 employees currently on lay-off status.

Wages:	Effective	Feb. 1/84
	General Increase	5%
	Grade 11 (Labourer)	\$10.92 (\$10.40)
	Grade 5 (includes Operator)	\$13.43 (\$12.79)
	Grade 3 (includes Electrician 1st)	\$16.09 (\$15.32)

Continuous 30¢-60¢-\$1.06 (29¢-57¢-\$1.01).
Shift Premium:

Health and Weekly Indemnity - \$300-\$395 (\$285-\$375) per week, according to
Welfare: grade level.

EDUCATION AND RELATED SERVICES

Toronto Board of Education - Ontario Public Service Employees Union (NUPGE) (CLC)
(elementary and secondary occasional teachers): Two 12-month
first agreements effective from January 1, 1984 to December 31,
1984, covering 2,200 employees, settled at the bargaining stage.
Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	<u>Casual Occasional Teacher</u> (daily rates*)	
	Degreed	\$97.12
	Non-Degreed	\$72.83
	<u>Long Term Occasional Teacher</u>	daily rate* in accordance with current Salary Grid for full-time teachers

* Daily rates include 4% vacation pay and 3% statutory holiday pay.

NOTE: A Long Term Occasional Teacher is an occasional teacher who is employed for a period of 20 or more consecutive teaching days as a replacement for one teacher employed under a permanent or probationary contract.

Reporting Pay: Regular pay for 1/2 day or full day when reporting for a 1/2 day or full-day assignment, respectively, as a result of a call-out error. Teacher will be given employment for the period of the assignment.

Negotiating
Committee Pay: Regular pay for up to a maximum of 12 days per year.

NOTE: The following provisions apply to Long Term Occasional Teachers only.

Bereavement Leave: Up to 3 days' paid leave for the death of a parent, parent-in-law, guardian, spouse, child, brother, sister or grandparent.

Sick Leave: 2 days' paid leave per month, cumulative for the duration of assignment.

Jury Duty or
Subpoena Witness
Leave: Employer pays the difference between normal earnings and payment received as juror or witness.

Educational Leave: 1/2 day's leave with pay to be granted for the purpose of writing an examination or attending graduation.

SERVICES TO BUSINESS MANAGEMENT

Canadian Standards Association at Rexdale - Local 967, Canadian Union of Public Employees (CLC): A 36-month renewal agreement effective from June 19, 1983 to June 18, 1986, covering 350 employees, settled during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 19/83</u>	<u>June 19/84</u>
	General Increases (rounded to the nearest 50¢)	6%	5%

Weekly Rates

Clerk Grade 1	\$238.50-\$257.00 (\$225.00-\$242.50)	\$250.50-\$270.00
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Maintenance Electrician	\$465.00-\$496.00 (\$438.50-\$468.00)	\$488.50-\$521.00
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Engineering Technologist Grade II	\$559.50-\$635.50 (\$528.00-\$599.50)	\$587.50-\$667.50
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Effective	<u>June 19/85</u>
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General Increase (rounded to the nearest 50¢)	5%
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Clerk Grade 1	\$263.00-\$283.50
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Maintenance Electrician	\$513.00-\$547.00
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Engineering Technologist Grade II	\$617.00-\$701.00
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Maximum rates for Clerk Grade I and Maintenance Electrician are reached upon completion of the 6-month probationary period. Maximum rates for Engineering Technologist Grade II are reached after 3 annual increases.

Shift Premium: 0-50¢-60¢ (0-39¢-46¢).

Weekend Premium: 50¢ (39¢) per hour, in addition to shift premium, for Janitor working between midnight Friday and 8:00 a.m. Monday.

Bereavement Leave: Brother-in-law and sister-in-law are added to the provision for up to 3 days' paid leave.

Health & Welfare: Dental Plan - Effective June 19, 1984, plan is extended to include Rider #1.

Meal Allowance: \$5 (\$3.50).

Safety Shoe Allowance: \$40 (\$35) annual maximum.

Travel Allowance: \$31.65 (\$29.86) per day payable as a lump sum for each day away between 50 and 99 days. \$30.43 (\$28.71) per week for employee away 100 days or more in a year, plus an additional \$31.65 (\$29.86) per day up to a maximum of 80 additional days payable, if away in excess of 100 days. Effective June 19, 1984 allowances increase by 5%. Effective June 19, 1985, increase by a further 5%.

ADDENDA

December 1983 Settlement

FOOD AND BEVERAGE

Canadian Home Products Limited at Niagara Falls - Local P767, Food and Commercial Workers (AFL-CIO/CLC)(plant, office and clerical employees):
Two 36-month renewal agreements effective from April 1, 1984 to March 31, 1987, covering 215* employees, settled at the bargaining stage, and ratified in December 1983. Duration of negotiations - 2 weeks.

* Includes 30 employees currently on lay-off status.

Wages:	Effective	Apr. 1/84	Apr. 1/85	Apr. 1/86
General Increases	7% of the weighted average rate** plus 4¢		7%**	5%**
Grade 1 (includes General Production Worker)	\$8.53 (\$7.87)	\$9.13		\$9.59
Grade 13 (includes Electrician)	\$12.19 (\$11.53)	\$13.04		\$13.69
Grade 14 (includes Operating Engineer)	\$12.80 (\$12.14)	\$13.70		\$14.39
<u>Weekly Rates</u>				
Grade 7 (Receptionist)	\$293.00 (\$265.00)	\$313.51		\$329.19
Grade 1 (Senior Accountant)	\$446.00 (\$418.00)	\$477.22		\$501.08

** Annual increases will be calculated in U.S. funds; increases will be adjusted to reflect the conversion of U.S. currency to Canadian currency as of April 1 of each year of the agreement. New rates shown do not take this exchange rate adjustment into account.

Shift Premium: 0-18¢-26¢ (0-15¢-23¢).

Health and Welfare: Group Insurance Plan - A 5-year renewal agreement effective January 1, 1983, provides a number of improvements to: Weekly Indemnity, Major Medical, Extended Health Benefit and Dental Plan provisions.

Pension Plan: Coordinated Bargaining Retirement Plans for the United States and Canada -

Effective	Jan. 1/83	Jan. 1/84	Jan. 1/85
Employees over age 25	\$16.50	\$17.50	\$18.50
Under age 25	\$12.50	\$13.25	\$14.00

Amounts shown are per month per year of service.

January 1984 Settlements

MACHINERY

Champion Road Machinery Ltd. and Gearco Ltd. at Goderich - Lodge 1863, Machinists (AFL-CIO/CLC) (hourly rated employees): A 24-month renewal agreement effective from August 15, 1983 to August 1, 1985, covering 499* employees, settled at the bargaining stage, and ratified in January, 1984. Duration of negotiations - 8 months.

* Includes 180 employees on lay-off status.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

	Aug. 15/83	Aug. 1/84
General Labour	\$11.88	Re-opener on Monetary Items
Machinist 1	\$13.97	
Electronic Technician	\$14.19	

Rates reflect a total of 71¢ COLA folded into wages during the previous agreement.

Cost of Living Allowance: Effective August 1, 1983 to August 1, 1984, 1¢ per 0.3 point increase in the Consumer Price Index-1971=100, using July 1982 as the base index month. Triggers at 4%. Folded into wages monthly. (Unchanged.)

Paid Holidays: 1 day is eliminated for a total of 15 days.

Vacation Bonus: Eliminated (\$41 per week of vacation).

Health and
Welfare:

Life Insurance and A.D. & D. - Effective August 1, 1983,
\$20,000 (\$18,000) coverage.

Dependant Life Insurance (new) - Effective August 1, 1983, \$2,500
coverage.

Dental Plan - Coverage continues to be based on the current
Ontario Dental Association fee schedule.

LOCAL ADMINISTRATION

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 24-month agreement
effective from January 1, 1983*, to December 31, 1984, covering
335 employees, revised in January, 1984 subject to the provisions
of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	Increases	5%, with a minimum of \$750	7%
	<u>Annual Rates</u>		
	Salary Group 2 (includes Clerk Typist II)	\$13,004-\$15,884 (\$12,254-\$15,128)	\$13,914.28-\$16,995.88
	Salary Group 11 (includes Planner II)	\$23,128-\$28,553 (\$22,027-\$27,193)	\$24,746.96-\$30,551.71

Probationary period is 3 months for Group 2 and 6 months for
Group 11. Maximum rates are reached after 2 annual increases.

Cost of Living
Allowance:

Effective in 1984, 1% per 1% rise in the Consumer Price Index -
1971=100, using December 1983 as the base index month. Triggered
at 8%. To be folded in on first day of the next full pay period
following announcement of CPI.

* The above settlement is a revision to an existing collective
agreement effective from January 1, 1982 to December 31, 1984.
See page 365 of the June 1982 Settlement Report for details.

CONSTRUCTION

Construction Site Teamster Employer Bargaining Agency, province-wide - Teamster
Construction Council of Ontario, Teamsters (Ind.) (industrial,
commercial and institutional construction): A 24-month renewal
agreement effective from May 1, 1984 to April 30, 1986, covering
500 employees, settled at the bargaining stage and ratified in
January, 1984. Duration of negotiations - 7 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	Increase		\$1

Fork Lift Driver 5 tons and over

Peterborough	\$15.35 (\$15.35)	\$16.35
Toronto	\$17.63 (\$17.63)	\$18.63
Sarnia	\$18.53 (\$18.53)	\$19.53

Rates shown include vacation pay and employer contributions to welfare and pension funds. Further details on package breakdowns are not yet available.

Negotiations in Progress during February 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Abitibi-Price Inc., Sault Ste. Marie	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC) (office, production and maintenance empls.)	300	B
Algoma Steel Corp. Ltd., Sault Ste. Marie and Wawa	United Steelworkers (AFL-CIO/CLC)	7,000	B
American Can Canada Inc., Hamilton	CLC Directly Chartered	512	B
Associated Fur Industries of Toronto Inc.	Food and Commercial Workers (AFL-CIO/ CLC) (production workers)	350	CO
Bata Engineering (Div. of Bata Industries Ltd.), Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	260	B
Bell Canada, province-wide**	Cdn. Telephone Employees' Assn. (Ind.) (communications sales empls.)	667	B
Bilt-Rite Upholstering Co. Ltd., Weston	Upholsterers (AFL-CIO/CLC)	300	CO
Brown Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO/CFL)	270	B
Canada Building Materials Co. and other ready mix companies Toronto and vicinity	Teamsters (Ind.)	607	CO
Canada Starch Co. Ltd., Cardinal	Retail, Wholesale Employees (AFL-CIO/CLC)	296	CO
Canadian Press and Broadcast News, Toronto and Ottawa	Newspaper Guild (AFL-CIO/CLC)	348	CO
Canadian Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	204	PCB
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO)	225	B
Certified Automotive Products (Canada) Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	681	CO
Chromasco Ltd., Haley	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	325	MED
Cosa Nova Fashions Ltd., Toronto	Textile Processors (Ind.)	250	B

*See page 52 for definition of codes

**Federal jurisdiction

Negotiations in Progress during February 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Council of Printing Industries of Canada, Toronto	Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	600	C0
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	800	B
Cyanamid Canada Inc., Niagara Falls	Electrical Workers (UE) (CLC)	210	C0
Dempster's Bread (Div. of Corporate Foods Ltd.), Toronto	Teamsters (Ind.)	210	B
Dome Mines Ltd., South Porcupine	United Steelworkers (AFL-CIO/CLC)	650	B
Domglas Inc., Hamilton	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	600	C0
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	300	B
Domtar Inc., Domtar Chemicals Group (Sifto Salt Div.), Goderich	Energy and Chemical Workers (CLC)	275	B
Dubreuil Brothers Ltd., Dubreuilville	Employees Assn. (Ind.)	275	B
Duplicate Canada Inc., Oshawa and Hawkesbury	Auto Workers (CLC)	750	C0
Du Pont Canada Inc. (Nipissing Works), North Bay	Employees Assn. (Ind.) (hourly rated empls.)	258	B
Durham Regional Board of Commissioners of Police	Police Association (Ind.)	443	B
Durham Regional Municipality (Homes for the Aged), Whitby	CUPE (CLC)	498	B
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	225	B
East York Borough Corp.	CUPE (CLC)	217	B
Eastern Ontario Children's Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	RL
E.B. Eddy Forest Products Ltd. (Woods Products Div.), Nairn	Cdn. Paperworkers (CLC)	210	MED
Electrical Power Systems Construction Assn., province-wide	Multi-Union	2,900	B

Negotiations in Progress during February 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Electrical Trade Bargaining Agency for the Ontario Electrical Contractors Assn., Toronto	Electrical Workers (IBEW) (AFL-CIO/CFL)	9,000	B
Etobicoke City Board of Education	CUPE (CLC)	463	B
Etobicoke City Corp.	CUPE (CLC)	716	B
Falconbridge Ltd., Falconbridge	United Steelworkers (AFL-CIO/CLC)	420	PCB
Falconbridge Ltd., Nickel Centre	Mine, Mill and Smelter Workers (Ind.)	1,831	B
Federal Pioneer Ltd., Toronto	Communications and Electronics (CLC)	460	MED
Ferranti-Packard Transformers Ltd., St. Catharines	United Steelworkers (AFL-CIO/CLC)	225	B
Fiberglas Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	427	CO
Firestone Textiles Co. (Div. of Firestone Canada Inc.), Woodstock	United Textile Workers (AFL-CIO/CLC)	220	B
Four Seasons Hotel, Toronto	Textile Processors (Ind.)	400	B
Frontenac County Board of Education	CUPE (CLC)	540	B
Fruehauf Canada, Ingersoll	Auto Workers (CLC)	267	PCB/W
Goldcrest Furniture Ltd., Toronto	Cdn. Industrial Employees (CCU)	210	B
Great Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	249	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	433	B
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (Intl.) (AFL-CIO/CLC) (mechanics, operators and electricians)	700	B
H.J. Heinz Co., Leamington	Food and Commercial Workers (AFL-CIO/CLC)	1,205	B
Holiday Inn of Toronto - Downtown of the Commonwealth Holiday Inns of Canada Ltd.	Hotel Employees (AFL-CIO/CLC)	330	B
Holmes Foundry Ltd., Sarnia	Auto Workers (CLC)	297	B
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	366	MED/5

Negotiations in Progress during February 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
International Malleable Iron Co. Ltd., Guelph	United Steelworkers (AFL-CIO/CLC)	217	B
Kelsey-Hayes Canada Ltd. (Beards Lane Plant and Eureka Foundry), Woodstock	Auto Workers (CLC)	394	MED
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)	480	B
Kitchener City Corp.	CUPE (CLC)	225	B
Lakehead Board of Education	CUPE (CLC)	240	B
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	PCB
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	252	CO
Lily Cups Ltd., Toronto	Graphic Communications (AFL-CIO/CLC)	495	MED
Lincoln County Board of Education	CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	352	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	200	B
London City Board of Commissioners of Police	Police Assn. (Ind.)	330	B
London City Corp.	CUPE (CLC) (inside empls.)	325	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	325	B
London City Public Utilities Commission	CUPE (CLC)	340	B
Maritime Employers' Assn., Hamilton and Toronto**	Longshoremen (AFL-CIO/CLC)	215	B
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (office and clerical empls.)	323	PCB

** Federal jurisdiction

Negotiations in Progress during February 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (production empls.)	2,277	PC
Metro Toronto Catholic Children's Aid Society	CUPE (CLC)	200	B
Metropolitan Separate School Board, Toronto	CUPE (CLC)	525	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.)	6,400	AR
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	AR
Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission	CUPE (CLC) (inside and outside empls.)	7,000	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	348	B
Nestle Enterprises Ltd., Chesterville	Retail, Wholesale Employees (AFL- CIO/CLC)	240	B
Niagara Falls City Corp.	CUPE (CLC) (inside and outside empls.)	278	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	574	B
Niagara Regional Municipality (Roads Div., Water Treatment and Pollution Control Unit)	CUPE (CLC) (office and clerical unit)	450	B
Niagara South Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	430	B
North Bay City Corp.	CUPE (CLC) (inside and outside empls.)	250	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	700	B
North York City Board of Education	CUPE (CLC) (office, clerical and technical empls. and teacher aides)	700	B
North York City Corp.	CUPE (CLC) (inside and outside empls. and dental hygienists)	1,250	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	630	B
Omstead Foods Ltd., Wheatley	Teamsters (Ind.)	400	CC
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	5,685	B

Negotiations in Progress during February 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,728	B
Ontario Government	OPSEU (NUPGE) (CLC) (correctional services category)	3,133	B
Ontario Government	OPSEU (NUPGE) (general operational services category)	4,138	B
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	5,796	B
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,123	B
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	6,139	B
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional services category)	4,313	B
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,288	B
Ontario Government	OPSEU (NUPGE) (CLC) (classified public servants)	50,343	B
Ontario Government	Ont. Provincial Police Assn. (Ind.)	4,045	B
Ontario Housing Corp. and Metro Toronto Housing Authority	CUPE (CLC)	670	B
Ontario Housing Corp. and other Housing Authorities (except Metro Toronto)	CUPE (CLC)	1,200	B
Ontario Hydro, province-wide	CUPE (CLC) (full-time office and clerical empls.)	280	B
Ontario Hydro, province-wide	CUPE (CLC) (operators, maintenance, clerical empls. and shippers)	15,177	B
Ontario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.)	325	C0
Ontario Jockey Club (Mutuel Dept. Standardbred Race Operations), Rexdale	Service Employees Intl. (AFL-CIO/CLC)	250	B

Negotiations in Progress during February 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Ontario Jockey Club (Mutuel Dept. Thoroughbred Race Operations), Rexdale	Service Employees Intl. (AFL-CIO/CLC)	300	B
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL)	900	B
Oshawa City Corp.	CUPE (CLC)	217	B
Ottawa-Carleton Children's Aid Society	OPSEU (NUPGE) (CLC) (full-time and part-time empls.)	210	B
Parkwood Hospital Veterans Care Centre and Western Counties Wing and McCormick Home for the Aged, London	Service Employees Intl. (AFL-CIO/CLC)	510	CO
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	740	B
Polysar Ltd., Sarnia	Energy and Chemical Workers (CLC) (production, maintenance, laboratory and service empls.)	1,500	CO
Property Management Services Organization, Toronto	Labourers (AFL-CIO)	250	CO
Renfrew County Corp. (Bonnechere Manor), Pembroke	CUPE (CLC)	200	B
Ryerson Polytechnical Institute Board of Governors	Staff Assn. (Ind.)	487	PC
St. Catharines City Corp.	CUPE (CLC) (outside empls.)	210	B
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL)	475	B
Sault Ste. Marie City Corp.	CUPE (CLC) (service and maintenance empls.)	220	B
Scarborough City Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	800	B
Scarborough City Board of Education	CUPE (CLC) (part-time operations and maintenance empls.)	450	B
Scarborough City Corp.	CUPE (CLC) (office, clerical and technical employees)	436	B
Scarborough City Corp.	CUPE (CLC) (outside empls.)	583	B

Negotiations in Progress during February 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Scarborough City Corp.	Fire Fighters (AFL-CIO/CLC)	461	B
Silknet Ltd., Cambridge	Teamsters (Ind.)	272	B
Simcoe County Board of Education	CUPE (CLC)	370	B
Stelco Inc., Brantford, Burlington, Gananoque, Hamilton, Nanticoke and Toronto	United Steelworkers (AFL-CIO/CLC)	15,000	B
Sudbury Regional Municipality	CUPE (CLC)	200	B
Supreme Aluminum Industries Ltd. Toronto and Pickering	Employee Council Rep. (Ind.)	300	B
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	224	B
Thunder Bay City Corp.	CUPE (CLC) (outside empls.)	359	B
Toronto City Board of Education	CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	243	C0
Toronto City Board of Education	CUPE (CLC) (elementary school office and clerical empls.)	204	C0
Toronto City Board of Education	CUPE (CLC) (office and clerical empls. and librarians)	409	C0
Toronto City Board of Education	Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO)	243	C0
Toronto City Board of Education (Plant Operations Dept. and Maintenance and Construction Dept.)	CUPE (CLC) (caretakers and maintenance empls.)	721	B
Toronto City Corp.	CUPE (CLC) (inside and outside empls.)	3,808	B
Toronto Electric Commissioners and Toronto Hydro Electric System	CUPE (CLC)	950	B
Toronto Commercial Film Producers Assn.	Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	415	B
Toronto Hotel Employers Assn.	Hotel Employees (AFL-CIO/CLC)	3,500	C0
Trans Nation Inc. (King Edward Hotel), Toronto	Hotel Employees (AFL-CIO/CLC)	260	C0
Twenty-five Ontario Hospitals	Cdn. Operating Engineers (CCU)	200	ARB

Negotiations in Progress during February 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Sta.
Union Gas Ltd., southwestern Ontario	Energy and Chemical Workers (CLC) (hourly-rate and clerical empls.)	1,000	C
University of Ottawa	University Professors (Ind.)	950	B
Victoria Hospital Corp., London	Office and Professional Employees (AFL-CIO/CLC)	406	B
Voyageur Colonial Ltd., Ottawa**	Railway, Transport and General Workers (AFL-CIO/CLC)	466	B
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	415	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	445	B
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	200	B
White Farm Equipment Canada Ltd.,	Auto Workers (CLC)	700	B
Windsor City Board of Education	CUPE (CLC)	227	C
Windsor City Corp.	CUPE (CLC) (inside empls.)	550	B
Windsor City Corp.	CUPE (CLC) (outside empls.)	350	B
York City Board of Education	CUPE (CLC)	233	B
York City Corp. (Works, Parks and Recreation Dept.)	CUPE (CLC)	260	B
York Region Board of Education	CUPE (CLC) (office, clerical and technical empls.)	334	B
York Region Board of Education	CUPE (CLC) (service and maintenance empls.)	350	B
<u>More Than One Province</u>			
CN/CP Telecommunications, system-wide **	Communications and Allied Workers (Ind.)	2,243	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont., and Montreal, Que.	Graphic Communications Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	1,000	C
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont., Calgary and Medicine Hat, Alta. and Winnipeg, Man.	Food and Commercial Workers (AFL-CIO/CLC)	500	C

** Federal jurisdiction

Negotiations in Progress during February 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- RL - Restraint Legislation
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in March 1984

Employer and Location	Union	No. of Empls.
American Can Canada Inc., Hamilton	CLC Directly Chartered	512
Atomic Energy of Canada (Nuclear Laboratories), Chalk River and Deep River*	Multi-Union	507
Bata Engineering (Div. of Bata Industries Ltd.), Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	260
Bestview Holding Ltd. and Bestview Services Ltd., Orillia, Markham, Newmarket, St. Catharines, Sarnia and Toronto	Christian Labour Assn. (Ind.)	350
Black Diamond Cheese (Div. of Brooke Bond Foods Ltd.), Belleville	Food and Commercial Workers (AFL-CIO/CLC)	215
Canada Packers Poultry (Div. of Canada Packers Ltd.), Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	320
Celanese Canada (Millhaven) Inc., Kingston	Energy and Chemical Workers (CLC)	800
Chelsey Park Corp., Toronto, Brampton, Pickering and Mississauga	Service Employees Intl. (AFL-CIO/CLC)	450
Crane Canada Inc., Brantford	United Steelworkers (AFL-CIO/CLC)	255
Domglas Inc., Hamilton	Aluminium, Brick and Glass Workers (AFL-CIO/CLC)	600
Domtar Inc., Domtar Chemicals Group (Sifto Salt Div.), Goderich	Energy and Chemical Workers (CLC)	275
Dubreuil Brothers Ltd., Dubreuilville	Employees Assn. (Ind.)	275
Duplate Canada Inc., Oshawa and Hawkesbury	Auto Workers (CLC)	750
Durham Board of Education	CUPE (CLC)	330
Extendicare Ltd., province-wide	Service Employees Intl. (AFL-CIO/CLC)	496
Fisher Controls Co. of Canada Ltd., Woodstock	Auto Workers (CLC)	235
Four Seasons Hotel, Toronto	Textile Processors (Ind.)	400
Goldcrest Furniture Ltd., Toronto	Cdn. Industrial Employees (CCU)	210
Great Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	249

* Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in March 1984

Employer and Location	Union	No. of Empls.
Greb Industries Ltd. (Div. of Warrington Products Inc., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	220
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (Intl.) (AFL-CIO-CLC)	700
Holmes Foundry Ltd., Sarnia	Auto Workers (CLC)	297
North York City Hydro-Electric Commission	CUPE (CLC)	230
Ontario Hydro, province-wide	CUPE (CLC) (full-time office and clerical empls.)	280
Ontario Hydro, province-wide	CUPE (CLC) (operators, maintenance, clerical empls. and shippers)	15,177
Oshawa City Corp. Works and Maintenance Div.	CUPE (CLC)	217
Ottawa Board of Education	Employees Assn. (Ind.)	800
Ottawa Board of Education	CUPE (CLC)	432
Ottawa Civic Hospital	CUPE (CLC)	220
Polysar Ltd., Sarnia	Energy and Chemical Workers (CLC)	1,500
Quaker Oats Co. of Canada Ltd., (Pet Foods Div.), Trenton	Food and Commercial Workers (AFL-CIO/CLC)	220
Riverside Hospital of Ottawa	Cdn. Operating Engineers (CCU)	217
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Employees Intl. (AFL-CIO/CLC)	350
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL)	475
Salvation Army Grace Hospital, Windsor	Service Employees Intl. (AFL-CIO/CLC)	250
Sarnborough City Public Utilities Commission	Employees Assn. (Ind.)	250
Simmons Ltd., Brampton	Electrical Workers (UE)(CLC)	230
Stend-R-Fresh Plant, United Co-operatives of Ontario, Petersburg	Food and Commercial Workers (AFL-CIO/CLC)	215
Thunder Bay City Corp. (Homes for the Aged)	Service Employees Intl. (AFL-CIO/CLC)	400

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in March 1984

Employer and Location	Union	No. of Empls.
Toronto Area Transit Operating Authority	Transit Union (AFL-CIO/CLC)	330
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC)(full-time empls.)	300
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (part-time empls.)	200
Upper Lakes Shipping Ltd., Great Lakes and St. Lawrence*	Railway, Transport and Genl. Workers (CLC)	600
White Farm Equipment Canada Ltd., Brantford	Auto Workers (CLC)	700
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CFL)	200
Windsor Western Hospital Centre Inc. (IOOE Unit)	Service Employees Intl. (AFL-CIO/CLC)	236

* Federal jurisdiction

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
MARCH 1984

INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in March 1984. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in April 1984.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	56
March 1984 Settlements	
Wood	58
Furniture and Fixture	59
Paper and Allied	59
Primary Metal	60
Metal Fabricating	62
Machinery	63
Transportation Equipment	63
Electrical Products	65
Chemical and Chemical Products	66
Mines	67
Health and Welfare Services	69
Personal Services	69
Local Administration	70
Addendum	
January 1984 Settlements	72
Negotiations in Progress during March 1984	
Covering 200 or More Employees	74
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in April 1984	85

Highlights

Chemical Industry Settlements. Two major settlements were reached in the chemical products industry in early March. The larger settlement covered 1,500 employees represented by Local 914 of the Energy and Chemical Workers at Polysar's synthetic rubber plant in Sarnia. The 23-month agreement, which will expire on January 31, 1986, called for increases of 3 percent on March 8, 1984, 2 percent on September 8, 1984, and 5 percent on January 31, 1985. Other provisions included a 5 percent increase in shift premiums each year, improvements in health benefits, increased bridge supplement for employees retiring between ages 62 and 65, and a special lump sum payment of \$400 each year to current retirees or their survivors.

The parties also agreed to establish a joint union-management task force to discuss the feasibility of performance compensation, and continue the Cooperative Effort Program on employment conditions and plant efficiency.

In the second settlement, Cyanamid Canada and Local 536 of the United Electrical Workers reached agreement on a one-year contract for 210 employees at the company's Niagara plant in Niagara Falls. Provisions included a 5.5 percent wage increase effective on February 1, 1984, and improvements in the dental plan.

Both settlements generally followed the national wage pattern approved last December by the Energy and Chemical Workers for the petrochemical industry. [See January 1984 issue.]

Municipal Government Settlements. The Metropolitan Toronto Police Force was the first major group of municipal employees to reach a settlement following the return of collective bargaining in the public sector in 1983 after a year of wage controls. Under the terms of the settlement, 5,400 uniformed policemen and 1,525 civilian employees covered by four agreements received an interim pay increase of 4.75 percent, effective January 1, 1984. The final increase is to be determined by arbitration, in which the arbitrator will choose between the 4.75 percent and the 6.603 percent sought by the Police Association for the uniformed policemen and an undisclosed amount sought for the civilian units. Other provisions included an extra 5 percent pay increase for training officers, orthodontic coverage in the dental plan, and improvements to the dental plan.

In mid-March, the Canadian Union of Public Employees reached a one-year agreement with the Niagara Falls City Corporation, covering 241 inside and outside employees. Wages were increased by 5 percent retroactive to January 1, 1984, allowance for safety shoes was increased, and improvements were made in the dental plan.

Index to Settlements Reported, March 1984

Employer and Location	Union	Page
American Can Canada Inc., Hamilton	CLC Directly Chartered	62
Bata Engineering (Div. of Bata Industries), Batawa and Trenton	Machinists (AFL-CIO/CLC)	63
Elt-Rite Upholstering Co. Ltd., Toronto	Upholsterers (AFL-CIO/CLC)	59
Canadian National Institute for the Blind (Ontario Div.)	Service Employees Intl. (AFL- CIO/CLC)	69
Canadian Red Cross Society (Blood Transfusion Service), Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	69
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	68
Canamid Canada Inc. (Niagara Plant), Niagara Falls	Electrical Workers (UE) (CLC)	66
C.B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn Township	Canadian Paperworkers (CLC)	58
Essex County Board of Education	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	72
Falconbridge Ltd., Falconbridge	United Steelworkers (AFL-CIO/CLC)	67
Federal Pioneer Ltd., Toronto	Communications and Electronics (CLC)	65
Fletcher-Hayes Canada Ltd., Beards Lane Plant and Eureka Foundry Plant, Woodstock	Auto Workers (CLC)	60
Fly Cups Inc., Toronto	Graphic Communications (AFL- CIO/CLC)	59
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (office, clerical and production empls.)	63
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (Unit A - clerical empls; Unit B - garage empls; Unit C - parking control officers, cadets and matrons) (police officers)	70
Niagara Falls City Corp.	CUPE (CLC)	71
PL Packaging Ltd., Oakville	Energy and Chemical Workers (CLC)	72

Index to Settlements Reported, March 1984

Employer and Location	Union	Page
Polysar Ltd., Sarnia	Energy and Chemical Workers (CLC)	66
Supreme Aluminum Industries Ltd., Pickering and Scarborough	Employees' Assn. (Ind.)	62

WOOD

E.B. Eddy Forest Products Ltd. (Wood Products Division) at Nairn Township - Local 31, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from September 1, 1983 to August 31, 1985, covering 210 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/83	Mar. 1/84	Sept. 1/84	June 1/85
General Increases		6%	2%	4%	1%
Skilled Trades Adjustments		30¢			
Additional Adjustments		50¢ to Heede Crane Operator; 16¢ to V-head Operator			
General Labourer		\$11.09 (\$10.46)	\$11.31	\$11.76	\$11.88
Electrician		\$13.75 (\$12.67)	\$14.03	\$14.59	\$14.74

Shift Premium: 0-30¢-35¢(0-28¢-30¢). Effective September 1, 1984, 0-30¢-40¢.

Vacation Pay: Effective January 1, 1984, 10% of gross earnings after 20 years' service (new).

Bereavement Leave: 5 (3) days to attend the funeral of a spouse or child. 1 day for death of a child, spouse, parent, parent-in-law, son or daughter-in-law, brother or sister-in-law, brother, sister or grandparent if employee does not attend the funeral (new).

Health and Welfare: Weekly Indemnity - Effective April 1, 1984, maximum benefit increases to \$260 (\$250) per week. Effective September 1, 1984, \$270.

Dental Plan - Effective April 1, 1984, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective September 1, 1984, the 1983 ODA fee schedule.

Pension Plan (new): Basic Benefit - For credited service from June 1, 1963 to August 31, 1984, \$8 per month per year of service, less 1 year. Effective September 1, 1984, \$10.

Guaranteed Payments - Effective September 1, 1984, if a retired employee's death occurs before he has received 60 monthly payments, the remainder of the payments will be paid to his beneficiary.

Surviving Spouse Benefit - Effective September 1, 1984, if death of a married employee, who qualified for early retirement, occurs

before his retirement date, the employee's surviving spouse will receive 60% of payments. Payments to be actuarially reduced if spouse is 10 years younger than the deceased employee.

Disability Benefit - Effective September 1, 1984, an employee with at least 10 years of continuous service, who has attained age 55, has qualified for disability benefits under the CPP/QPP and is totally and permanently disabled, becomes eligible for a monthly disability pension without actuarial reduction.

Safety Boot Allowance: Effective March 4, 1984, employer contributes \$13 (\$9) per pair.

Safety Glove Allowance: Effective March 4, 1984, employer contributes \$2 (\$1) per pair.

FURNITURE AND FIXTURE

Bilt-Rite Upholstering Company Limited at Toronto - Local 30, Upholsterers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 370 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/84	Jan. 1/85
General Increases		5%	5%
General Labour		\$6.17-\$6.42 (\$5.88-\$6.11)	\$6.48-\$6.74
Upholsterer-Timeworker		\$8.03 (\$7.65)	\$8.43

Probationary period is 50 days worked. (Previously, 60 days for General Labour, 90 days for Learner and 4 weeks for all others). Maximum rate is reached after 3 months for General Labour.

Health and Welfare: UIU Health and Welfare Fund - Effective January 1, 1985, employer contributes an amount equivalent to 4% (3%) of employees' gross monthly earnings.

Safety Shoe Allowance: \$25 or one pair per year (new).

PAPER AND ALLIED

Lily Cups Inc., at Toronto - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1983 to November 30, 1985, covering 442 employees*, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

* Includes 15 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 1/83</u>	<u>Apr. 1/84</u>	<u>Dec. 1/84</u>	<u>June 1/85</u>
General Increases		6%	1 1/2%	5%	1%
Packer		\$6.77-\$7.42 (\$6.39-\$7.00)	\$6.80-\$7.46	\$7.14-\$7.83	\$7.21-\$7.91
Electrician "A"		\$12.86 (\$12.13)	\$12.92	\$13.57	\$13.71

Probationary period is 60 calendar days. Maximum rate is reached after 3 increases within 8 months for Packer.

Probation Rates for New Employees - Effective April 1, 1984, \$5.50 for Packer, and \$6.50 for Service Person.

Shift Premium: Effective December 1, 1984, 0-25¢-30¢ (0-20¢-25¢).

Overtime Premium (Stationary Engineers): Time and one-half after 8 hours, double time after 11 hours, Monday to Friday. On a scheduled day-off, time and one-half for the first 4 hours, double time after 4 hours. The above provision remains unchanged for all other employees. (Previously, Stationary Engineers received time and one-half after 8 hours on a scheduled day-off, Monday to Friday. Time and one-half for all hours worked on Saturday and Sunday.)

Bereavement Leave: 3 (1) days to attend the funeral of a brother-in-law or sister-in-law.

Health and Welfare: Life Insurance - Effective December 1, 1984, 1 times annual basic earnings to the nearest \$1,000, to a maximum of \$14,000 (\$12,000) coverage.

Dental Plan - Employer pays 70% (60%) of premium costs. Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$5.50 (\$5) per month per year of service. Effective December 1, 1984, \$7.

Safety Shoe Allowance: Effective February 1, 1984, \$25 (\$15) per year. Effective February 1, 1985, \$30.

PRIMARY METAL

Kelsey-Hayes Canada Limited, Beards Lane Plant and Eureka Foundry Plant at Woodstock - Local 636, Auto Workers (CLC): Two 36-month renewal agreements effective from February 1, 1984 to January 31, 1987, covering 394 employees, settled by the Beards Lane group at the post conciliation officer stage and by the Eureka Foundry Group during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/84</u>	<u>Feb. 1/86</u>
General Increase			25¢
COLA Fold-in		\$1.02	

	<u>Feb. 1/84</u>	<u>Feb. 1/86</u>
<u>Eureka Foundry Plant</u>		
Foundry Labour	\$10.41 (\$9.39)	\$10.66
Electrician	\$12.50 (\$11.48)	\$12.75
<u>Beards Lane Plant</u>		
Labourer-Maintenance	\$10.47 (\$9.45)	\$10.72
Electronic Technician	\$12.90 (\$11.88)	\$13.15

Start Rates - 80% below job rates. Job rates are reached with 5% increases every 13 weeks. (Previously, start rates were 60¢ below job rates. Job rates were reached with three 30-day increases of 20¢ each).

Cost of Living Allowance:

Of the total \$2.04 generated under previous agreements, \$1.02 continues to float.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100. Calculated quarterly beginning March, 1984 by comparing the average CPI for the months of December-January-February with September-October-November. Last adjustment to be made December, 1986. (Formula is unchanged, except previously, beginning with the June 1981 adjustment, 2¢ per quarter for 4 quarters and 1¢ per quarter for 7 quarters was deducted from each calculated increase).

Shift Premium:

Effective February 1, 1986, 0-45¢-50¢ (0-40¢-45¢).

Health and Welfare:

Life Insurance - Effective April 1, 1984, \$17,000 (\$15,000) coverage. Effective April 1, 1985, \$18,500. Effective April 1, 1986, \$19,500.

A.D. & D. - Coverage is in amounts equal to one-half of life insurance coverage (unchanged).

Weekly Indemnity - Minimum benefit is increased to \$255 (\$210) per week. Effective February 1, 1985, minimum \$260. Effective February 1, 1986, minimum \$265.

Vision Care - \$70 (\$60) every 24 months.

Major Medical - \$20,000 lifetime maximum per patient for private duty nursing care, for future claims. (Previously, no maximum).

Pension Plan:

Supplementary Pension - For retirements on or after February 1, 1983, \$15 (unchanged) per month per year of service to a maximum of 30 (25) years. Benefit is subject to reductions for voluntary early retirement prior to age 62 or for offsetting statutory benefits.

Advance Payment of Pension - Pensions which amount to less than \$25 (\$10) per month may, as determined by the board and with the consent of the employee, be paid quarterly, half-yearly or yearly in advance, or in a lump sum.

Earnings Limitation - Under 30 and Out - \$6,600 (\$5,500).
Effective February 1, 1985, \$7,200.

Special Pension Payment - \$300 lump sum settlement payment for all pensioners on September 1, 1984, September 1, 1985 and September 1, 1986, and \$180 for all surviving spouses on each of these dates.

Safety Shoe Allowance: \$40 (\$35) for 1 pair per year. Effective February 1, 1985, \$45.
Effective February 1, 1986, \$50.

METAL FABRICATING

American Can Canada Inc. at Hamilton - CLC Directly Chartered, Local 354, Can Workers' Federal Unions: A 24-month renewal agreement effective from March 19, 1984 to March 16, 1986, covering 512 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Job Grade 1 \$12.870
(includes Labourer)

Job Grade 23 \$15.768
(includes Diemaker)

Rates reflect COLA fold-ins totalling \$2.77 during the previous agreement.

Cost of Living Allowance: 1¢ per full 0.325 point change in the Consumer Price Index - 1961=100, using January 1984 as the base index month. Adjusted and paid quarterly with the last adjustment effective on March 15, 1986. Folded-in annually. (Previously, folded-in quarterly. Basic formula is unchanged.)

Supreme Aluminum Industries Limited at Pickering and Scarborough - Employees' Association (Ind.): A 12-month renewal agreement effective from April 1, 1984 to March 31, 1985, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Wages: Effective Apr. 1/84
General Increase 5%

Weekly Rates

Grade 12 (includes \$226-\$278
Jr. Clerk) (\$215-\$265)

Grade 6 (includes \$397-\$485
Tool & Die Maker) (\$378-\$462)

Probationary period is 90 calendar days. Maximum rates are reached on merit.

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule, and improved to include all major dental benefits. Reimbursements are on a 80%/20% (50%/50%) co-insurance basis.

Safety Shoe Allowance: Employer pays 80% of costs to a maximum of \$60 (\$25) for 2 pairs per year.

Prescription Safety Glasses: Employer pays 50% of costs to a maximum of \$70 (\$35) per year.

MACHINERY

Bata Engineering, a Division of Bata Industries Limited at Batawa and Trenton - Local 1788, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 15, 1984 to March 14, 1986, covering 264 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 15/84	Mar. 15/85
General Increases		5%	5%
Job Group 15 (Helper)		\$8.11-\$8.55 (\$7.72-\$8.14)	\$8.51-\$8.97
Job Group 1 (includes Tool Maker A)		\$11.79-\$12.56 (\$11.23-\$11.96)	\$12.38-\$13.19

Probationary period is 6 months for apprentices and 8 weeks for all other employees. Maximum rate is reached after one 6-month increase for Helper, and after three 6-month increases for Tool Maker A.

Health and Welfare: Life Insurance - \$20,000 (\$15,000) coverage.

A.D. & D. (new) - \$20,000 coverage.

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of past and future service. Effective March 15, 1985, \$12.

Safety Shoe Allowance: \$50 (\$45) per year. Effective March 15, 1985, \$55.

Prescription Safety Glasses: \$35 (\$30) per year. Effective March 15, 1985, \$40.

TRANSPORTATION EQUIPMENT

McDonnell Douglas Canada Ltd. at Mississauga - Locals 673 and 1967, Auto Workers (CLC): Two 36-month renewal agreements effective from October 17, 1983 to October 16, 1986, covering 322 office and clerical employees and 2,277 plant employees*, settled at the post mediation bargaining stage. Duration of negotiations - 6 months.

* Includes 349 employees currently on lay-off status.

ages:

Effective

Oct. 17/83

Increases

8¢-72¢ per hour for
plant employees in
Groups 5 to 12; \$3-\$27
per week for office and
clerical employees in
Groups 5 to 12

COLA Fold-in

\$2.10 per hour for
plant employees;
\$78.75 per week for
office and clerical
employees

Hourly Rates

Wage Group 1 (includes
Labourer)

\$11.52-\$11.70
(\$9.42-\$9.60)

Wage Group 6 (includes
Welder Mechanic)

\$12.47-\$12.64
(\$10.29-\$10.46)

Wage Group 12 (includes
Tool & Die Maker and
Electrician - Electronic)

\$14.81-\$14.89
(\$11.99-\$12.07)

Weekly Rates

Wage Group 1 (includes
Mail Clerk)

\$388.39-\$401.45
(\$309.64-\$322.70)

Wage Group 10 (includes
Technical Illustrator A)

\$536.72-\$551.76
(\$437.72-\$452.76)

Wage Group 12 (includes
Structural Assembly
Planner A)

\$585.67-\$603.02
(\$479.92-\$497.27)

Machining group is upgraded from Group 9 to 10.

Probationary period is 3 calendar months for office and clerical employees, and 60 working days for plant employees.

Employees without seniority - Start rates are 85% of job rates; progress at 5% increments every 6 months to reach job rates (new).

Employees with seniority - Maximum rates are reached after two 30 working day increments for plant employees and two 3-month increments for office/clerical employees (unchanged).

Annual Bonus:

3% annual bonus based on hours worked, including overtime, less vacation pay. Payable in a lump sum in December of each contract year for the 12-month period ending in October 1983, 1984, and 1985.

Cost of Living Allowance:	1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using 279.4 (211.6) as the base point. Adjusted quarterly. First adjustment January 1984. (Basic formula is unchanged.) COLA payments reduced by 1¢ in each of the first 9 adjustments and by 2¢ in the last two adjustments.
Bereavement Leave:	Spouse's grandparents are added to the provision for 3 days' paid leave.
Witness Duty Pay (new):	Employee is paid for all lost time unless witnessing against the company or is a party to the case.
Health and Welfare:	<p>The following improvements are effective April 1, 1984.</p> <p><u>Life Insurance</u> - \$15,000-\$16,000 (\$12,000-\$15,000) coverage.</p> <p><u>A.D. & D.</u> - \$7,500-\$8,000 (\$6,000-\$7,500) coverage.</p> <p><u>Weekly Indemnity</u> - First 15 weeks of sickness, benefit increases to the current maximum UIC level. Last 37 weeks, benefit increases to \$180-\$185(\$160-\$180).</p> <p><u>Long Term Disability</u> - Maximum benefit increases to \$575-\$600 (\$435-\$575) per month.</p> <p><u>Major Medical</u> - Coverage is extended to employees and dependents travelling outside Canada (new).</p> <p><u>Dental Plan</u> - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule and the 1981 (1980) Denturist Society of Ontario fee schedule.</p>
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1984, \$17 (\$15) per month per year of service.

ELECTRICAL PRODUCTS

Federal Pioneer Limited at Toronto - Local 521, Communications and Electronics (CLC):

A 24-month renewal agreement effective from November 1, 1983 to October 31, 1985, covering 477 employees, settled at the post mediation bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Nov. 1/83	Nov. 1/84
General Increases		5%	4%
COLA Fold-in		30¢	
Labour Grade 2 (includes Inspection Assembler)		\$9.51-\$9.75 (\$8.76-\$8.99)	\$9.89-\$10.14
Labour Grade 17 (includes Plant Electrician 1)		\$14.37-\$14.62 (\$13.39-\$13.62)	\$14.94-\$15.20

Probationary period is 55 days worked. Maximum rate are reached after two 3-month and one 6-month increases.

Cost of Living Allowance: 1¢ per 0.4 point rise in the Consumer Price Index - 1971=100, using October 1983 as the base index month. Triggers at 5% in the first year and 4% in the second year. Adjusted monthly. (Previously, triggered at 7 1/2% in the first year and 6 1/2% in the second year. Adjusted quarterly.)

Shift Premium: Effective November 1, 1984, 0-38¢-38¢ (0-35¢-35¢).

Bereavement Leave: 3 days for death of a spouse, brother, sister, parent or child, 2 days for death of a parent-in-law or grandparent. (Previously, up to a maximum of 3 days in all cases.)

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$12,000) coverage. Effective November 1, 1984, \$14,000.

Dental Plan (new) - Effective January 1, 1985, employer pays 60% of premium costs. Coverage is based on the 1985 Ontario Dental Association fee schedule. \$25/\$50 deductible, 80%/20% co-insurance.

Pension Plan: Employer contributes 17¢ (15¢) per hour worked. Effective November 1, 1984, 22¢.

Safety Shoe Allowance: Effective November 1, 1984, \$40 (\$35) per year.

HEMICAL AND CHEMICAL PRODUCTS

Nyanamid Canada Inc. (Niagara Plant) at Niagara Falls - Local 536, Electrical Workers (UE) (CLC): A 12-month renewal agreement effective from February 1, 1984 to January 31, 1985, covering 210 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

ages:	Effective	<u>Feb. 1/84</u>
	General Increase	5.5%
	Operator 111	\$11.16 (\$10.58)
	Electrician	\$14.03 (\$13.30)

Health and Welfare: Dental Plan - Plan is extended to include Rider #4.

Polysar Limited at Sarnia - Local 914, Energy and Chemical Workers (CLC): A 23-month renewal agreement effective from March 8, 1984 to January 31, 1986, covering 1,500 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

ages:	Effective	<u>Mar. 8/84</u>	<u>Sept. 8/84</u>	<u>Jan. 1/85</u>
	General Increases	3%	2%	5%
	Labourer	\$10.88 (\$10.56)	\$11.09	\$11.64

	<u>Mar. 8/84</u>	<u>Sept. 8/84</u>	<u>Jan. 1/85</u>
Class 1	\$15.78	\$16.09	\$16.89
Mechanic	(\$15.32)		
Lead Technician	\$16.66	\$16.98	\$17.83
	(\$16.17)		

Shift Premiums: Eight Hour Shifts - 30¢-60¢-\$1.06 (\$29¢-57¢-\$1.01). Effective January 1, 1985, 32¢-63¢-\$1.11.

Twelve Hour Shifts - 40¢-90¢ (38¢-86¢). Effective January 1, 1985, 42¢-95¢.

Health and Welfare: Life Insurance - Effective April 1, 1984, \$38,000-\$66,000. (\$38,000-\$62,000) coverage depending on job class. Effective October 1, 1984, \$42,000-\$66,000. Effective January 1, 1985, \$42,000-\$70,000.

Weekly Indemnity - Effective April 1, 1984, benefit increases to \$255-\$415 (\$250-\$405) depending on job class and payable on a 1-1-3-39 (1-3-39) basis. Effective October 1, 1984, \$260-\$425. Effective January 1, 1985, \$275-\$445.

Long Term Disability - Effective April 1, 1984, minimum monthly benefit of \$800 (\$700) with government offsets.

Dental Plan - Coverage continues to be based on the current Ontario Dental Association fee schedule.

Pension Plan: Bridging Benefit - Effective March 11, 1984, \$15.50 (\$12.30) per month per year of credited service. Effective January 1, 1985, \$17.42.

Special Payments (new) - Effective March 11, 1984, \$400 lump sum payment for all pensioners, surviving spouses and survivors of joint and annuitant contracts prior to March 7, 1983. Effective March 8, 1985, \$400 lump sum payment for retirees prior to December 31, 1983, excluding retirees in the enhanced early retirement program (April 1, 1983 to September 1, 1983 inclusive) and are in receipt of pensions from the plan on March 1, 1985.

MINES

Falconbridge Limited at Falconbridge - Local 6855, United Steelworkers (AFL-CIO/CLC) (office, clerical and technical employees): A 24-month renewal agreement effective from March 7, 1984 to March 1, 1986, covering 365 employees*, settled with mediation assistance. Duration of negotiations - 8 months.

* Includes 150 employees currently on lay-off status.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Weekly Rates

Job Class 3 \$359.60-\$374.60
(includes Clerk-Typist I)

Job Class 11 \$464.60-\$494.60
(includes Mine Survey
Instrument Man)

Job Class 18 \$569.60-\$599.60
(Assistant Control
Accountant)

Probationary period is 75 calendar days. Maximum rates for job classes 1 to 3 are reached after 6 months. Maximum rates for job classes 4 to 18 are reached after two 6-month increases.

Cost of Living
Allowance:

98¢ COLA generated during the previous agreement continues to float.

1¢ per 0.35 point change in the Consumer Price Index - 1961=100, using December 1983 as the base index month. Adjusted quarterly, with first adjustment in April, 1984. (Basic formula is unchanged.)

Health and
Welfare:

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Pension Plan:

Supplementary Pension - Benefit for early retirement increases to \$17 (\$11) per month per year of service to a maximum of \$510 (\$330) per month.

Canadian Rock Salt Company Limited (Ojibway Mines) at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from February 16, 1984 to February 15, 1987, covering 217 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:

Effective	<u>Feb. 16/84</u>	<u>Aug. 16/84</u>	<u>Feb. 16/85</u>
General Increases	15¢	14¢	15¢
COLA Fold-in	\$2.17		
Skilled Trades Adjustments	10¢		5¢
Labourer	\$12.91 (\$10.59)	\$13.05	\$13.20
Skilled Trades	\$14.34 (\$11.92)	\$14.48	\$14.68
Effective	<u>Aug. 16/85</u>	<u>Feb. 16/86</u>	<u>Aug. 16/86</u>
General Increases	12¢	12¢	12¢
Labourer	\$13.32	\$13.44	\$13.56
Skilled Trades	\$14.80	\$14.92	\$15.04

Cost of Living Allowance:	1¢ per 0.3 point rise in the Consumer Price Index - 1971=100, using October 1983 as the base index month. Adjusted quarterly. (Basic formula is unchanged.)
Shift Premium:	0-30¢-45¢ (0-25¢-40¢).
Underground Premium:	20¢ (15¢) per hour.
Health and Welfare:	Life Insurance - \$17,000 (\$16,000) coverage. Effective February 16, 1985, \$18,000. Effective February 16, 1986, \$19,000.
Safety Shoe Allowance:	\$50 (\$20) maximum per year.

HEALTH AND WELFARE SERVICES

Canadian Red Cross Society (Blood Transfusion Service) at Hamilton, London, Ottawa and Toronto - Employees' Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 223 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/84</u>
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General Increase	4.5%
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Weekly Rates

Clerk Typist	\$288.83-\$330.71 (\$276.39-\$316.47)
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Stores Accountant	\$326.76-\$376.76 (\$312.69-\$360.54)
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Probationary period is 2 months. Maximum rate is reached after 4 annual increases for Clerk Typist and after 5 annual increases for Stores Accountant.

Boot and Glove Allowance:	\$73.50 (\$70) per year for Drivers and \$30 (\$60) per year for Clinic Assistants.
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Cleaning Allowance (new):	\$30 per year for Clinic Assistants.
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Meal Allowances:	Breakfast - \$5 (unchanged); Lunch - \$6.75 (\$6.50); Dinner - \$9.50 (\$8.50) when required to work away from Centre on mobile clinic assignments.
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PERSONAL SERVICES

Canadian National Institute for the Blind (Ontario Division), province-wide - Local 681, Service Employees International (AFL-CIO/CLC): A 10 1/2 month renewal agreement effective from March 19, 1984 to January 31, 1985, with wages retroactive to February 1, 1984, covering 315 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

ages:	Effective	<u>Feb. 1/84</u>
	General Increase	3%
	General Help	\$5.99 (\$5.82)
	Vending Technician	\$7.82-\$9.37 (\$7.59-\$9.10)

Probationary period is 50 days worked for all new employees except employees rehired within 1 year. Maximum rate for Vending Technician is reached after two 6-month and one 12-month increases.

vacation Pay: 15 days' pay after 1 year's service, 20 days' pay after 15 years and 25 days' pay after 25 years. (Previously, 6%, 8% and 10%, respectively, of gross earnings for the previous year.)

OCAL ADMINISTRATION

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.)
(Unit A - clerical employees; Unit B - garage employees; Unit C - parking control officers, cadets and matrons; and police officers): Four 12-month renewal agreements effective from January 1, 1984 to December 31, 1984, covering 1,525 civilian employees and 5,400 uniformed employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

ages:	Effective	<u>Jan. 1/84</u>
	Minimum Increase	4.75%*
	<u>Annual Rates</u>	
	<u>Unit A</u>	
	Class 4 (includes Clerk Typist)	\$17,722-\$21,029 (\$16,918-\$20,079)
	Class 6 (includes Senior Computer Operator)	\$21,664-\$24,400 (\$20,682-\$23,294)
	<u>Unit B</u>	
	Labourer	\$22,921 (\$21,882)
	Motor Vehicle Mechanic	\$29,796 (\$28,439)
	<u>Unit C</u>	
	Police Cadet	\$19,335-\$22,812 (\$18,458-\$21,778)
	Communications Operator	\$22,154-\$26,246 (\$21,151-\$25,056)

Jan. 1/84

Police Officers

3rd Class Constable	\$26,727 (\$25,515)
1st Class Constable	\$33,409 (\$31,894)
Staff Sergeant	\$40,926 (\$39,070)

* Final salary increase is to be decided by arbitration.

Health and Welfare: Dental Plan - Orthodontic coverage is added on a 50%/50% co-insurance basis.

Clothing Allowance (Police Officers): \$650 (\$600) per year for plainclothes duty.

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC)
(inside and outside employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 241 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Labourer-Permanent	\$9.13-\$9.64 (\$8.68-\$9.18)
	Garage Mechanic	\$11.06-\$11.72 (\$10.53-\$11.16)

Annual Rates

General Clerk, Grade 1	\$15,019-\$15,750 (\$14,304-\$15,000)
Senior Plumbing Inspector	\$27,369-\$28,947 (\$26,066-\$27,569)

Probationary period is 3 months. Maximum rates are reached upon completion of probationary period for Labourer - Permanent and General Clerk, Grade 1, and after 6 months for Garage Mechanic and Senior Plumbing Inspector.

Health and Welfare: Dental Plan - Effective July 1, 1984, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Safety Shoe Allowance: Effective May 1, 1984, \$50 (\$47.50).

ADDENDUM

January 1984 Settlements

HEMICAL AND CHEMICAL PRODUCTS

CL Packaging Limited at Oakville - Local 593, Energy and Chemical Workers (CLC):

A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 205 employees, settled with mediation assistance and ratified in January, 1984. Duration of negotiations - 2 1/2 months.

ages:	Effective	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	40¢	35¢
	Utility-Maintenance	\$6.41-\$6.96 (\$6.01-\$6.56)	\$6.76-\$7.31
	Mech./Electrician	\$12.27-\$12.77 (\$11.87-\$12.37)	\$12.62-\$13.12

Probationary period is 90 calendar days. Maximum rates are reached after two 3-month increases.

aid Vacation: Effective January 1, 1985, 4 weeks after 11 (12) years.

health and
elfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1985, the 1985 ODA fee schedule.

ension Plan:
new): Effective January 1, 1985, employer will implement a pension plan with mandatory participation for employees with 1 or more years of service. Employer and employee each contributes an amount equal to 1% of regular wages.

meal Allowance: \$5 (\$4) after 2 (4) hours of overtime.

EDUCATION AND RELATED SERVICES

Essex County Roman Catholic Separate School Board - Ontario Catholic Teachers'

Association and Association des Enseignants Franco-Ontariens
(Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 492 employees, settled at the bargaining stage and ratified in January 1984. Duration of negotiations - 13 month.

ages: No increase in rates that were in effect at the conclusion of the previous agreement.

Teacher-Level 1 0-6 years	\$15,168-\$21,869
Teacher-Level 4 0-10 years	\$19,913-\$32,006

Teacher-Level 7	\$24,747-\$40,377
0-12 years	
Principal	\$44,905-\$46,266
0-2 years	

Health and
Welfare:

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental
Association fee schedule.

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
bitibi-Price Inc., Sault Ste. Marie	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC) (office, production and maintenance empls.)	300	B
merican Standard (Div. of Wabco Standard Ltd.) (Lansdowne Plant), Toronto	Pottery Workers (AFL-CIO/CLC)	323	B
ssociated Fur Industries of Toronto Inc.	Food and Commercial Workers (AFL-CIO/ CLC) (production workers)	350	CO
ell Canada, province-wide**	Cdn. Telephone Employees' Assn. (Ind.) (communications sales empls.)	667	B
estview Holdings Ltd., inter-city	Christian Labour Assn. (Ind.)	350	B
rown Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO/CFL)	270	B
anada Building Materials Co. and other ready mix companies, Southwestern Ontario	Teamsters (Ind.)	504	CO
anada Packers Poultry (Div. of Canada Packers Ltd.), Walkerton	Food and Commercial Workers (AFL-CIO/ CLC)	320	B
anadian Starch Co. Ltd., Cardinal	Retail Wholesale Employees (AFL-CIO/ CLC)	296	CO
anadian Press and Broadcast News, Toronto and Ottawa	Newspaper Guild (AFL-CIO/CLC)	348	CO
anadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO)	225	B
ertified Automotive Products (Canada) Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	681	W/S
hromasco Ltd., Haley	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	325	MED
onsumers Gas, inter-city	Energy and Chemical Workers (CLC)	657	B
osa Nova Fashions Ltd., Toronto	Textile Processors (Ind.)	250	B
ouncil of Printing Industries of Canada, Toronto	Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	600	CO
ouncil of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	800	B

See page 84 for definition of codes

*Federal jurisdiction

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Dare Foods Ltd. (Biscuit Div.), Kitchener	Bakery and Tobacco Workers (AFL-CIO/ CLC)	290	
L. Davis Textiles Co. Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/ CLC)	200	B
Dempster's Bread (Div. of Corporate Foods Ltd.), Toronto	Teamsters (Ind.)	210	B
Dome Mines Ltd., South Porcupine	United Steelworkers (AFL-CIO/CLC)	650	B
Domglas Inc., Hamilton	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	600	C
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	300	B
Domtar Inc., Domtar Chemicals Group (Sifto Salt Div.), Goderich	Energy and Chemical Workers (CLC)	275	C
Drug Trading Co. Ltd. and Druggist Corp. Ltd., Toronto	Energy and Chemical Workers (CLC)	373	B
Dubreuil Brothers Ltd., Dubreuilville	Employees Assn. (Ind.)	275	B
Duplicate Canada Inc., Oshawa and Hawkesbury	Auto Workers (CLC)	750	C
Durham Board of Education	CUPE (CLC)	330	B
Durham Regional Board of Commissioners of Police	Police Assn. (Ind.)	443	B
Durham Regional Municipality (Homes for the Aged), Whitby	CUPE (CLC)	498	B
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	225	B
East York Borough Corp.	CUPE (CLC)	217	B
Eastern Ontario Children's Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	R
Electrical Power Systems Construction Assn., province-wide	Multi-Union	2,900	B
Electrical Power Systems Construction Assn., province-wide	Plumbers (AFL-CIO/CFL)	1,500	C

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Electrical Power Systems Construction Assn., (Generation Projects Construction), province- wide	Electrical Workers (IBEW) (AFL-CIO/ CFL)	600	B
Electrical Power Systems Construction Assn., (Transmis- sion Systems Construction), province-wide	Electrical Workers (IBEW) (AFL-CIO/ CFL)	400	B
Electrical Trade Bargaining Agency for the Ontario Electrical Contractors Assn., Toronto	Electrical Workers (IBEW) (AFL-CIO/CFL)	9,000	B
Bobicoke City Board of Education	CUPE (CLC)	463	C0
Bobicoke City Corp.	CUPE (CLC)	716	B
Bobicoke City Corp.	Fire Fighters (AFL-CIO/CLC)	404	B
ntendicare Ltd. and other companies representing a total of 30 nursing homes in Ontario	Service Employees Intl. (AFL-CIO/CLC)	2,530	B
lalconbridge Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.) (production and maintenance empls.)	1,831	B
rranti-Packard Transformers Ltd., St. Catharines	United Steelworkers (AFL-CIO/CLC)	225	PCB
sher Controls Co. of Canada Ltd., Woodstock	Auto Workers (CLC)	235	C0
Four Seasons Hotel, Toronto	Textile Processors (Ind.)	400	C0
Frontenac County Board of Education	CUPE (CLC)	540	B
Huehauf Canada, Ingersoll	Auto Workers (CLC)	267	PCB/WS
Oldcrest Furniture Ltd., Toronto	Cdn. Industrial Employees (CCU)	210	B
Great Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	249	B
Geb Industries (Div. of Warrington Products Inc.), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	220	B
GR Industrial Products Co. (Canada), Div. of General Tire and Rubber Co. of Canada Ltd., Welland	Rubber Workers (AFL-CIO/CLC)	450	B

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Sta.
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	433	B
Harbour Castle Hilton Hotel, Toronto	Textile Processors (Ind.)	800	B
Hastings County Board of Education	CUPE (CLC)	200	B
H.J. Heinz Co., Leamington	Food and Commercial Workers (AFL-CIO/ CLC)	1,205	C
Holiday Inn of Toronto - Downtown, of the Commonwealth Holiday Inns of Canada Ltd.	Hotel Employees (AFL-CIO/CLC)	330	C
Holmes Foundry Ltd., Sarnia	Auto Workers (CLC)	297	B
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	366	MED
Interior Systems Contractors Assn. of Ontario	Carpenters (AFL-CIO/CLC)	600	B
International Malleable Iron Co. Ltd., Guelph	United Steelworkers (AFL-CIO/CLC)	217	B
Kendall Canada, Toronto	United Steelworkers (AFL-CIO/CLC)	500	C
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)	480	C
Kitchener City Corp.	CUPE (CLC)	225	B
Lakehead Board of Education	CUPE (CLC)	240	B
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	252	C
Lincoln County Board of Education	CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	352	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	200	B
London City Board of Commissioners of Police	Police Assn. (Ind.)	330	B
London City Corp.	CUPE (CLC) (inside empls.)	325	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	325	B

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
London City Public Utilities Commission	CUPE (CLC)	340	B
Maritime Employers' Assn., Hamilton and Toronto**	Longshoremen (AFL-CIO/CLC)	215	B
Metropolitan Toronto Catholic Children's Aid Society	CUPE (CLC)	200	C0
Metropolitan Toronto Children's Aid Society	CUPE (CLC)	600	C0
Metropolitan Toronto Separate School Board, Toronto	CUPE (CLC)	525	B
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	ARB
Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission	CUPE (CLC) (inside and outside empls.)	7,000	B
Metropolitan Toronto Plumbing and Heating Contractors Assn., Div. of the Mechanical Contractors Assn. of Ontario	Plumbers (AFL-CIO/CFL)	600	B
Mechanical Contractors Assn. of Ontario	Plumbers (AFL-CIO/CFL)	10,000	C0
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	348	B
Stle Enterprises Ltd., Chesterville	Retail Wholesale Employees (AFL-CIO/CLC)	240	C0
Agara Regional Board of Commissioners of Police	Police Assn. (Ind.)	574	B
Agara South Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	430	B
John Nobel Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	274	B
North Bay City Corp.	CUPE (CLC) (inside and outside empls.)	250	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	700	B
North York City Board of Education	CUPE (CLC) (office, clerical and technical empls. and teacher aides)	700	B
North York City Corp.	CUPE (CLC) (inside and outside empls. and dental hygienists)	1,250	B
Federal jurisdiction			

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	630	B
Omstead Foods Ltd., Wheatley	Teamsters (Ind.)	400	C
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	5,685	B
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,728	B
Ontario Government	OPSEU (NUPGE) (CLC) (correctional services category)	3,133	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,138	B
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	5,796	B
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,123	B
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	6,139	B
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional services category)	4,313	B
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,288	B
Ontario Government	OPSEU (NUPGE) (CLC) (classified public servants)***	50,343	B
Ontario Government	Ont. Provincial Police Assn. (Ind.)	4,045	B
Ontario Housing Corp. and Metro Toronto Housing Authority	CUPE (CLC)	670	B
Ontario Housing Corp. and other Housing Authorities (except Metro Toronto)	CUPE (CLC)	1,200	B
Ontario Hydro, province-wide	CUPE (CLC) (full-time and part-time office and clerical empls.)	280	B
Ontario Hydro, province-wide	CUPE (CLC) (operators, maintenance, clerical empls. and shippers)	15,177	B
Ontario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.)	325	C

*** Working conditions and benefits agreement covering all Ontario Government units

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Millwright Contractors Assn.	Carpenters (AFL-CIO/CLC)	1,300	B
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL)	900	B
Oshawa City Corp.	CUPE (CLC) (inside empls.)	217	C0
Oshawa City Corp.	CUPE (CLC) (outside empls.)	215	B
Ottawa Board of Education	Independent Local Union	800	B
Ottawa-Carleton Children's Aid Society	OPSEU (NUPGE) (CLC) (full-time and part-time empls.)	210	C0
Patons and Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	356	B
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	740	B
Property Management Services Organization, Toronto	Labourers (AFL-CIO)	250	MED
Renfrew County Corp. (Bonnechere Manor), Pembroke	CUPE (CLC)	200	C0
Residential Sheet Metal Contractors Organization, Toronto	Sheet Metal Workers (AFL-CIO/CLC)	330	B
Ryerson Polytechnical Institute Board of Governors	Staff Assn. (Ind.)	487	PCB
St. Catharines City Corp.	CUPE (CLC) (outside empls.)	210	B
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL)	475	C0
Sault Ste. Marie City Corp.	CUPE (CLC) (service and maintenance empls.)	220	B
Scarborough City Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	800	C0
Scarborough City Board of Education	CUPE (CLC) (part-time operations and maintenance empls.)	450	B
Scarborough City Corp.	CUPE (CLC) (office, clerical and technical employees)	436	B
Scarborough City Corp.	CUPE (CLC) (outside empls.)	583	B

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	No. S
Scarborough City Corp.	Fire Fighters (AFL-CIO/CLC)	461	
Silknet Ltd., Cambridge	Teamsters (Ind.)	272	
Stelco Inc., Brantford, Burlington, Gananoque, Hamilton, Nanticoke and Toronto	United Steelworkers (AFL-CIO/CLC)	15,000	
Sudbury Regional Municipality	CUPE (CLC)	200	
Sunar (Div. of Hauserman Ltd.), Waterloo	United Steelworkers (AFL-CIO/CLC)	345	
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	224	
Thunder Bay City Corp.	CUPE (CLC) (outside empls.)	359	
Thunder Bay Construction Assn. (General Contractors Div.)	Carpenters (AFL-CIO/CLC)	400	
Thunder Bay Construction Assn.	Carpenters (AFL-CIO/CLC)	600	
Toronto Area Transit Operating Authority	Transit Union (AFL-CIO/CLC) (service and maintenance empls.)	330	
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	721	
Toronto City Board of Education	CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	243	
Toronto City Board of Education	CUPE (CLC) (elementary school office and clerical empls.)	204	
Toronto City Board of Education	CUPE (CLC) (office and clerical empls. and librarians)	409	
Toronto City Board of Education	Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO)	243	
Toronto City Corp.	CUPE (CLC) (inside and outside empls.)	3,808	
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,264	
Toronto Commercial Film Producers Assn.	Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	415	
Toronto Hotel Employers Assn.	Hotel Employees (AFL-CIO/CLC)	3,500	

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
ans Nation Inc. (King Edward Hotel), Toronto	Hotel Employees (AFL-CIO/CLC)	260	C0
ion Carbide Canada (Carbon Products), Welland	Electrical Workers (UE) (CLC)	385	C0
iroyal Chemical (Div. of Uniroyal Ltd.), Elmira	United Steelworkers (AFL-CIO/CLC)	210	B
ited Tire and Rubber Manufacturing (Toronto) Ltd., Cobourg	Rubber Workers (AFL-CIO/CLC)	282	B
iversity Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	550	B
iversity of Ottawa	University Professors (Ind.)	950	B
ictoria Hospital Corp., London	Office and Professional Employees (AFL-CIO/CLC)	406	C0
yageur Colonial Ltd., Ottawa**	Railway, Transport and General Workers (AFL-CIO/CLC)	466	B
jax VEC Ltd., Markham	Auto Workers (CLC)	213	B
interloo County Board of Education	Non-Academic Staff Assn. (Ind.)	445	B
estinghouse Canada Inc., Hamilton	Electrical Workers (UE) (CLC)	1,000	B
ite Farm Equipment Canada Ltd.,	Auto Workers (CLC)	700	B
ndson City Corp.	CUPE (CLC) (inside empls.)	550	B
ndson City Corp.	CUPE (CLC) (outside empls.)	350	B
ndson City Police	Police Assn. (Ind.)	346	B
ndson Western Hospital (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitallers of Hotel Dieu, Salvation Army Grace Hospital and Metropolitan General Hospital	Service Employees Intl. (AFL-CIO/CLC)	1,092	C0
ork City Board of Education	CUPE (CLC)	233	B
ork City Corp. (Works, Parks and Recreation Dept.)	CUPE (CLC)	260	B
ork Region Board of Education	CUPE (CLC) (office, clerical and technical empls.)	334	B
Federal jurisdiction			

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
York Region Board of Education	CUPE (CLC) (service and maintenance empls.)	350	B
York University, Toronto	University Professors (Ind.)	980	B
York University, Toronto	CUPE (CLC)	251	B

More Than One Province

Canadian Lake Carriers Assn. Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/CLC)	360	CO
Canadian Lake Carriers Assn. Great Lakes and St. Lawrence**	Merchant Service Guild (CLC)	280	CO
Canadian Lake Carriers Assn. Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC)	860	CO
CN/CP Telecommunications, system-wide **	Communications and Allied Workers (Ind.)	600	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont., and Montreal, Que.	Graphic Communciations Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	1,000	CO
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont., Calgary and Medicine Hat, Alta. and Winnipeg, Man.	Food and Commercial Workers (AFL-CIO/CLC)	500	CO

**Federal jurisdiction

Negotiations in Progress during March 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- RL - Restraint Legislation
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1984

Employer and Location	Union	No. of Empls.
Abitibi-Price Fine Papers (Port Arthur Div.), Thunder Bay	Cdn. Paperworkers (CLC)	270
Abitibi-Price Fine Papers (Port Arthur Div.), Thunder Bay	Cdn. Paperworkers (CLC)	478
Abitibi-Price Inc. (Fort William Div.), Thunder Bay	Cdn. Paperworkers (CLC)	201
Abitibi-Price Inc. (Iroquois Falls Div.), Iroquois Falls	Cdn. Paperworkers (CLC)	234
Abitibi-Price Inc. (Iroquois Falls Div.), Iroquois Falls	Cdn. Paperworkers (CLC)	658
Abitibi-Price Inc. (Sault Ste. Marie Div.), Sault Ste. Marie	Cdn. Paperworkers (CLC)	341
Abitibi-Price Inc. (Smooth Rock Falls Div.), Smooth Rock Falls	Cdn. Paperworkers (CLC)	318
Abitibi-Price Inc. (Thunder Bay Div.), Thunder Bay	Cdn. Paperworkers (CLC)	260
Architectural Glass and Metal Contractors Assn., province-wide	Painters (AFL-CIO/CFL)	800
Boilermakers Contractors Assn., province-wide	Boilermakers (AFL-CIO/CFL)	549
Boise Cascade Canada, Fort Frances	United Paperworkers (AFL-CIO/CLC)	350
Boise Cascade Canada, Kenora	United Paperworkers (AFL-CIO/CLC)	420
Boise Cascade Canada, (Fort Frances Paper Div.), Fort Frances	Machinists (AFL-CIO/CLC)	216
Canada Starch Co., Cardinal	Retail Wholesale Employees (AFL-CIO/CLC)	296
Cara Operations (Air Terminals Rest Div.), Malton	Food and Commercial Workers (AFL)	224
Cdn. Automatic Sprinkler Assn., province-wide	Plumbers (AFL-CIO/CFL)	450
Cdn. Woodwork Manufacturers Assn., Intercity	Carpenters (AFL-CIO)	225
Commodore Business Machines (Nortex Div.), Toronto	United Steelworkers (AFL-CIO/CLC)	200

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1984

Employer and Location	Union	No. of Empls.
Consumers Gas Co., Intercity	Energy and Chemical Workers (CLC)	657
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	800
Cane Canada Inc., Brantford	United Steelworkers (AFL-CIO/CLC)	254
Cere Foods (Biscuit Div.), Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	300
Cl Davis Textiles Co. Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	200
Cme Mines Ltd., South Porcupine	United Steelworkers (AFL-CIO/CLC)	650
Cmtar Inc. (Fine Papers Div.), Cornwall	Cdn. Paperworkers (CLC)	1,300
Cmtar Inc. (Fine Papers Div.), St. Catharines	Cdn. Paperworkers (CLC)	250
Cmtar Inc., Packaging Group (Container Div.), Red Rock	Cdn. Paperworkers (CLC)	500
Cug Trading Co. and Druggists Corp., Toronto	Energy and Chemical Workers (CLC)	218
EB. Eddy Forest Products Paper Mills, Espanola	Cdn. Paperworkers (CLC)	590
EB. Eddy Forest Products Paper Mills, Ottawa	Multi-Union	450
Electrical Contractors Assn. of Ontario, province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL)	9,000
Electrical Power Systems Construction Assn., province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL)	1,100
Electrical Power Systems Construction Assn., province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL)	400
Electrical Power Systems Construction Assn., province-wide	Multi-Union	2,900
Electrical Power Systems Construction Assn., province-wide	Plumbers (AFL-CIO/CFL)	1,500
Electrical Power Systems Construction Assn., province-wide	Structural Iron Workers (AFL-CIO)	600
Elaser Inc. (Thorold Div.), Thorold	Cdn. Paperworkers (CLC)	600

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1984

Employer and Location	Union	No. of Empls.
Great Lakes Forest Products, Thunder Bay	Cdn. Paperworkers (CLC)	1,709
Hamilton City Board of Education	CUPE (CLC)	530
Hastings County Board of Education,	CUPE (CLC)	200
H.J. Heinz Co. of Canada, Leamington	Food and Commercial Workers (AFL-CIO/CLC)	1,000
Interior Systems Contractors Assn. of Ontario, province-wide	Carpenters (AFL-CIO)	700
Kimberley-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC)	722
Loblaws Ltd., intercity	Food and Commercial Workers (AFL-CIO/CLC)	6,160
Loblaws Ltd., intercity	Food and Commercial Workers (AFL-CIO/CLC)	795
Loblaws Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full-time empls.)	525
Loblaws Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (part-time empls.)	450
London City Board of Education	CUPE (CLC)	300
MacMillan Bloedel Ltd., Sturgeon Falls	Cdn. Paperworkers (CLC)	350
Metro Toronto Residential Painting Contractors Assn.	Painters (AFL-CIO/CFL)	400
Metro Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CFL)	400
Metro Toronto Road Builders Assn.	Multi-Union	550
Metro Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CFL)	500
Metro Toronto Sewer and Watermain Contractors Assn.	Multi-Union	1,500
Metro Toronto Plumbing and Heating Contractors	Plumbers (AFL-CIO/CFL)	600
Monarch Find Foods Co., Toronto	Teamsters (Ind.)	275
National Capital Road Builders Assn., Ottawa	Multi-Union	1,000

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1984

Employer and Location	Union	No. of Empls.
National Elevator and Escalator Assn., province-wide	Elevator Constructors (AFL-CIO/ CFL)	1,000
Meat Foods Ltd., Wheatley	Teamsters (Ind.)	400
Ontario Master Insulators Assn., province-wide	Asbestos Workers (AFL-CIO/CFL)	1,200
Ontario Master Insulators Assn., province-wide	Asbestos Workers (AFL-CIO/CFL) (maintenance empls.)	350
Ontario Mechanical Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL)	10,000
Ontario Millwrighting Contractors Assn., province-wide	Carpenters (AFL-CIO)	1,300
Ontario Paper Co., Thorold	Multi-Union	706
Ontario Precast Concrete Manufacturers Assn., province-wide	Labourers (AFL-CIO)	400
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL)	900
Ontario Sheet Metal and Air Handling Group, province-wide	Sheet Metal Workers (AFL-CIO/ CFL)	5,000
Ontario Terrazzo Tile and Marble Guild, province-wide	Bricklayers Intl. (AFL-CIO/ CFL)	1,000
Ontario Utility Contractors Assn., province-wide	Labourers (AFL-CIO)	1,100
Ottawa Area Signatory Contractors	Multi-Union	200
Ottawa Construction Assn.	Carpenters (AFL-CIO)	400
Ontario Painting Contractors Assn., Ontario Acoustical Assn., and Interior System Contractors Assn., province-wide	Painters (AFL-CIO/CFL)	3,500
Peasons and Baldwins (Canada), Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	350
Residential Sheet Metal Contractors Organization, Toronto	Sheet Metal Workers (AFL-CIO/ CFL)	330
Sheet Metal Employer Bargaining Agency, province-wide	Sheet Metal Workers (AFL-CIO/ CFL)	1,400

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1984

Employer and Location	Union	No. of Empls
Skyline Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	250
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Cdn. Paperworkers (CLC)	960
Supreme Aluminum Industries, Scarborough and Pickering	Independent Local Union	300
Thunder Bay Construction Assn.	Carpenters (AFL-CIO)	400
Thunder Bay Construction Assn. (General Contractors Div.)	Carpenters (AFL-CIO)	450
Toronto Heavy Construction Assn.	Labourers (AFL-CIO)	200
Union Carbide Canada (Carbon Products), Welland	Electrical Workers (UE) (CLC)	385
United Tire and Rubber Manufacturing, Cobourg	Rubber Workers (AFL-CIO/CLC)	280
University of Guelph	CUPE (CLC)	385
University of Ottawa	University Professors (Ind.)	950
University of Western Ontario, London	CUPE (CLC) (food service empls.)	200
University of Western Ontario, London	CUPE (CLC) (maintenance empls.)	275
University of Windsor	Service Employees Intl. (AFL-CIO/ CLC)	278
Westfair Foods, Thunder Bay	Food and Commercial Workers (AFL- CIO/CLC)	200
Westinghouse Canada Inc., Hamilton	Electrical Worker (UE) (CLC)	900
York University, Toronto	CUPE (CLC)	251
York University, Toronto	University Professors (Ind.)	980

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO

APRIL 1984

INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in April 1984. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in May 1984.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	90
April 1984 Settlements	
Food and Beverage	94
Rubber and Plastics Products	97
Leather	97
Textile	98
Furniture and Fixture	100
Printing, Publishing and Allied	100
Primary Metal	102
Metal Fabricating	107
Transportation Equipment	109
Electrical Products	110
Non-Metallic Mineral Products	111
Mines	116
Transportation	116
Storage	118
Electric Power, Gas and Water Utilities	119
Finance, Insurance and Real Estate	121
Education and Related Services	122
Health and Welfare Services	127
Services to Business Management	127
Personal Services	128
Local Administration	130
Construction	134

Contents (cont'd)

Addendum	
February 1984 Settlements	138
March 1984 Settlements	139
Negotiations in Progress during April 1984	
Covering 200 or More Employees	144
Collective Bargaining Agreements Covering 200 or	
More Ontario Employees Expiring in May 1984	155

Highlights

Steel Industry Settlement. Stelco Inc. and the United Steelworkers union reached an early settlement for eleven agreements that were scheduled to expire on July 31, 1984. The settlement covered 15,000 employees at the company's plants in 17 locations in Ontario, Quebec and Alberta, 12,830 of whom are employed in Ontario.

The new agreements, which will run for 3 years to July 31, 1987, called for a wage freeze in the first year, followed by an increase of 25 cents per hour in the second year and 30 cents per hour in the third year. A cost-of-living adjustment of 48 cents per hour generated in the final year of the previous agreement was folded into base rates on the effective date of the new agreements, and the cost-of-living provision was continued to provide future quarterly pay adjustments of 1 cent for each 0.3 point rise in the Consumer Price Index (1971=100).

Other terms included increases in weekly indemnity and long term disability benefits, improvements in dental plan coverage, and a special early retirement provision in the pension plan. Under this provision, employees between ages 60-65 who choose to retire before December 1, 1984, will receive a monthly supplement of \$300 for 2 years or to age 65, whichever occurs first. The parties also agreed to provide additional training and preferential hiring rights for employees displaced by layoffs and technological change, and to discuss the establishment of a profit-sharing plan within six months of the start of the agreements.

Glass Industry Settlements. PPG Canada Inc., Duplate Division reached a settlement with the Auto Workers union covering 770 employees engaged in automobile safety glass manufacturing at Oshawa and Hawkesbury. The 3-year agreement, which will expire on March 31, 1987, called for wage increases of 35 cents per hour in the first year and 30 cents in the second and third years. An additional 10 cents per hour in each year was provided for all skilled tradesmen, and a further 15 to 20 cents in the first year for the electrician and certain millwright classifications. The cost-of-living provision was continued, providing for quarterly pay adjustments of 1 cent per hour for each 0.3 point rise in the Consumer Price Index (1971=100).

Benefit changes included an additional paid holiday, improvement in dental plan coverage, and increased payments under the sickness and accident, extended disability, pension and supplemental unemployment benefit plans.

Domglas Inc. settled with the Aluminium, Brick and Glass Workers union for 600 employees at the company's bottle manufacturing plant in Hamilton. The new agreement, which will run to March 28, 1987, provided wage increases of 3 percent for present employees in each of its three years, but placed a freeze on the starting rates for newly hired employees for the three years. The cost-of-living provision was continued, providing for quarterly pay adjustments of 1 cent per hour for each 0.35 point rise in the Consumer Price Index (1971=100) above 5 percent of the February 1984 index.

Other terms included a \$4 increase to \$17, in the monthly pension rate for each year of credited service since 1965, and provision for early retirement at age 62 without reduction in benefits.

School Support Staff Settlements. The Canadian Union of Public Employees signed three agreements with the Toronto City Board of Education

covering over 1,300 caretakers, stationary engineers, and clerical employees at the city's public schools. The new agreements, two of which were concluded during brief work stoppages of 3 and 4 days, will run for one year to December 31, 1984.

The agreements provided a general pay increase of 5 percent and merit pay for the 409 clerical employees amounting to a further compensation increase of about 1.4 percent. Benefit changes included a one-year reduction, to 9 years, in the service requirement for 4 weeks paid vacations, and improvement in dental plan coverage. The Board also agreed to notify the union in advance of the introduction of technological changes, including video display terminals, to discuss related health problems, and to provide training for employees required to use the new equipment.

Other school boards in Metro Toronto that settled with the union on similar terms were: Etobicoke City Board of Education, for 448 employees; Scarborough City Board of Education, for 746 employees; and York City Board of Education, for 233 employees.

Outside the Metro Toronto area, the union settled two major agreements. A one-year agreement with the Simcoe County Board of Education called for a 5 percent wage increase for 370 service and maintenance employees; an increase in the daily premium for bus drivers on regular noon-hour kindergarten run; a \$7,000 increase, to \$25,000, in life insurance coverage; and a new dental plan with 50 percent of the premium costs to be paid by the Board.

The second agreement, covering 228 caretakers at the Windsor City Board of Education, will run for 28 months to April 30, 1986. It provided for wage increases of 25 cents per hour on January 1, 1984 and 33 cents on January 1, 1985; re-established the cost-of-living clause to provide a one-time pay adjustment in April 1986 calculated at 1 cent an hour for each 0.3 point rise in the Consumer Price Index (1971=100) from the December 1985 index; and increased the vision care benefit plan by \$30, to \$80 every 2 years.

Toronto Hotels Settlement. A 2-week strike against 10 hotels by 3,500 service and maintenance employees ended on April 24 when the employees ratified a settlement negotiated between Local 75 of the Hotel and Restaurant Employees union and the Toronto Hotel Association. The 3-year agreements, which will expire on January 31, 1987, provided a three-step wage increase totalling 66 cents to \$1.39 per hour over the new term, equivalent to 9.6 percent on April 24, 1984, 5 percent on January 1, 1985, and 8 percent on February 1, 1986 for non-gratuity employees; and 5 percent in each year for waiters and waitresses and other employees who receive gratuities. A dispute over pay retroactivity to February 1, 1984, was referred to arbitration.

Benefit changes included a 5-cent increase, to 28 cents per hour worked, in the employers' contribution to the health and welfare plan, and the establishment of a pension plan to which the employees and employers will contribute 5 cents per hour worked.

Index to Settlements Reported, April 1984

Employer and Location	Union	Page
Architectural Glass and Metal Contractors Assn., Ontario Painting Contractors Assn., Ontario Acoustical Assn. and Interior Systems Contractors Assn. of Ontario	Painters (AFL-CIO/CFL)	136
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River	Atomic Energy Allied Council	127
Canadian Press and Broadcast News Ltd., Toronto and Ottawa	Newspaper Guild (AFL-CIO/CLC)	127
CCO Co., Cardinal	Retail, Wholesale Employees (AFL-CIO/CLC)	96
Chinese Canada (Millhaven) Inc., Kingston	Energy and Chemical Workers (CLC)	98
Chomasco Ltd., Haley	United Steelworkers (AFL-CIO/CLC)	105
Douglas Inc., Hamilton	Aluminium, Brick and Glass Workers (AFL-CIO/CLC) (plant and warehouse empls.)	113
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	107
Domtar Inc., Domtar Chemicals Group, Gifto (R) Salt Div., Goderich	Energy and Chemical Workers (CLC)	116
Egbert City Board of Education	CUPE (CLC) (caretakers, maintenance and other empls.)	122
Everanti-Packard Transformers Ltd. (St. Catharines Div.)	United Steelworkers (AFL-CIO/CLC)	110
Freestone Textiles Co. (Div. of Freestone Canada Inc.), Woodstock	United Textile Workers (AFL-CIO/CLC)	99
Fiehau Canada Inc., Ingersoll	Auto Workers (CLC)	109
Godcrest Furniture Ltd., Toronto	Canadian Industrial Employees (CCU)	100
Grib Industries (Div. of Warrington Products Inc.), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC) (production and maintenance empls.)	97
Hamilton Street Railway Co. and Canada Coach Lines, Ltd., Hamilton	Transit Union (AFL-CIO/CLC) (hourly-rated and salaried empls.)	117
Heavy Construction Assn. of Toronto	Labourers (AFL-CIO)	136

Index to Settlements Reported, April 1984

Employer and Location	Union	Page
Holiday Inn of Toronto - Downtown, of the Commonwealth Holiday Inns of Canada Ltd.	Hotel Employees (AFL-CIO/CLC)	128
Holmes Foundry Ltd., Sarnia	Auto Workers (CLC)	103
International Malleable Iron Co. Ltd., Guelph	United Workers (AFL-CIO/CLC)	105
Lakehead Terminal Elevators Assn. (Cargill Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool, United Grain Growers Ltd.), Thunder Bay	Railway Clerks (AFL-CIO/CLC)	118
Lake Ontario Cement Ltd., Sophiasburg and Toronto	Boilermakers (AFL-CIO/CFL)	111
London City Board of Commissioners of Police	Police Assn. (Ind.)	130
London City Public Utilities Commission	CUPE (CLC)	119
Maple Leaf Mills Ltd., Toronto and Port Colborne, Ont., Calgary and Medicine Hat, Alta. and Winnipeg, Man..	Food and Commercial Workers (AFL-CIO/CLC)	94
Metropolitan Toronto Road Builders' Assn.	Labourers (AFL-CIO) and Teamsters (Ind.)	134
Metropolitan Toronto Road Builders' Assn.	Intl. Operating Engineers (AFL- CIO/CFL)	135
National Capital Road Builders' Assn., Ottawa	Intl. Operating Engineers (AFL- CIO/CFL), Labourers (AFL-CIO) and Teamsters (Ind.)	141
Niagara Regional Municipality	CUPE (CLC)	131
North York City Corp.	CUPE (CLC) (outside, clerical and technical, and dental empls.)	132
Omstead Foods Ltd., Wheatley	Teamsters (Ind.)	94
Ontario Jockey Club (Mutuel Department, Standardbred Race Operations), province- wide	Service Employees Intl. (AFL-CIO/ CLC)	141
Ontario Jockey Club (Mutuel Department, Thoroughbred Race Operations), province- wide	Service Employees Intl. (AFL-CIO/ CLC)	138

Index to Settlements Reported, April 1984

Employer and Location	Union	Page
Oshawa City Corp. (Public Works Dept. and Community Services Dept.)	CUPE (CLC)	133
Canada Inc. (Duplate Div.), Hawkesbury and Oshawa	Auto Workers (CLC)	114
Property Management Services Organization, Toronto	Labourers (AFL-CIO)	121
Wardle Hospital, Toronto and twenty-six other Ontario hospitals	Canadian Operating Engineers (CCU)	127
Windsor City Board of Education	CUPE (CLC) (operations and maintenance empls.)	122
Windsor City Corp.	CUPE (CLC) (outside empls.)	133
Windsor County Board of Education	CUPE (CLC) (maintenance, service and plant operations empls.)	123
Windsor Inc., system-wide	United Steelworkers (AFL-CIO/CLC)	102
Windsor City Board of Education	CUPE (CLC) (office and clerical employees, and librarians)	123
Windsor City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	124
Windsor City Board of Education	CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	124
Windsor City Board of Education	Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO)	125
Windsor Electric Commissioners and Windsor Hydro Electric System	CUPE (CLC) (hourly-rated, clerical and technical empls.)	139
Windsor Hotel Employers Association	Hotel Employees (AFL-CIO/CLC)	129
Windsor and Vicinity Ready Mix Companies	Teamsters (Ind.)	112
Windsor Gas Ltd., southwestern Ontario	Energy and Chemical Workers (CLC) (hourly-rated maintenance and office and clerical empls.)	119
Windsor Tire and Rubber Co. Ltd., Windsor	Rubber Workers (AFL-CIO/CLC)	97
Windsor Contractors' Assn. of Ontario	Labourers (AFL-CIO)	142

Index to Settlements Reported, April 1984

Employer and Location	Union	Page
Wardair Canada Inc., system-wide	Canadian Air Line Flight Attendants Assn. (CLC)	116
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	140
Windsor City Board of Education	CUPE (CLC) (caretakers, maintenance empls.) and bus drivers)	125
Windsor City Corp.	Windsor Professional Fire Fighters Assn. (Ind.)	134
The Windsor Star	Joint Council of Unions (AFL-CIO/CLC)	100
York City Board of Education	CUPE (CLC) (operations, maintenance, stockroom and surveillance empls.)	126

FOOD AND BEVERAGE

Omstead Foods Limited at Wheatley - Local 880, Teamsters (Ind.): A 24-month renewal agreement effective from April 12, 1984 to April 11, 1986, covering 411 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Apr. 12/84	Apr. 12/85
General Increases		35¢	35¢
COLA		\$1.08	
Fold-in			
Additional Adjustments		Restructuring of wage schedule for Facilities Department (Previously called Maintenance and Refrigeration Departments)	
Light General Worker		\$10.60 (\$9.17)	\$10.95
<u>Facilities Dept.*</u>			
'A' Class Refrigeration and Third Class Stationary		\$13.55** (\$11.25)	\$13.90

* New wage schedule is based on both qualifications and performance.

** Rate reflects a \$9.35 base rate plus 90¢ for 'A' Class Refrigeration Licence, 80¢ for 3rd Class Stationary licence and \$2.50 for average performance.

Cost of Living Allowance: 1¢ per 0.5 point rise in the Consumer Price Index - 1981=100. Adjusted semi-annually beginning April, 1984 by comparing the February, 1984 index to August, 1983. Last adjustment is in October, 1985 by comparing the August, 1985 index to February, 1985. (Previously based on C.P.I. - 1961=100).

Health and Welfare: Life Insurance - For active employee aged 70 and over, \$3,000 coverage (new). Employer pays 100% of premium costs.

Drug Plan - Effective June 1, 1984, \$1 (35¢) co-payment for a Generic Drug Plan. (Previously, Prescription Drug Plan.)

Dental Plan - Effective June 1, 1984, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective June 1, 1985, the 1982 O.D.A. fee schedule.

Maple Leaf Mills Ltd. at Toronto and Port Colborne, Ontario, Calgary and Medicine Hat, Alberta and Winnipeg, Manitoba - Various Locals, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1983 to November 30, 1985, covering 294 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	Dec. 1/83	June 1/84	Dec. 1/84	June 1/85
General Increases		6%	25¢	5%	25¢
<u>Port Colborne Rates</u>					
General Help		\$11.77 (\$11.10)	\$12.02	\$12.62	\$12.87
Packing Crew		\$12.05 (\$11.37)	\$12.30	\$12.92	\$13.17
Electrician A		\$13.55 (\$12.78)	\$13.80	\$14.49	\$14.74
Shift Premium:	0-40¢-70¢ (0-30¢-60¢). Effective December 1, 1984, 0-45¢-75¢.				
Journeyman Premium:	35¢ (25¢) per hour for maintenance employee with journeyman's papers.				
Acting Foreman Premium:	Effective April 18, 1984, 75¢ (60¢) per hour.				
Health and Welfare:	Life Insurance and A.D. & D. - Effective April 18, 1984, \$16,000 (\$15,000) coverage. Effective December 1, 1984, \$18,000.				
	Life Insurance for Retirees - Effective April 18, 1984, \$3,000 (\$2,500) coverage.				
	Weekly Indemnity - Effective April 18, 1984, maximum benefit increases to \$310 (\$280) per week. Effective December 1, 1984, \$325 per week.				
	Long-Term Disability - 55% of basic earnings to a maximum of \$1,500 (\$850) per month with government offsets. Minimum of \$1,000 per month guaranteed for those already on Long Term Disability (new).				
	Dental Plan - Effective April 18, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective December 1, 1984, the 1984 ODA fee schedule. Effective April 18, 1984, plan is extended to include peridontic, endodontic, prosthodontic and crown and bridge work to a combined maximum of \$1,000 per person per year with \$50 deductible (new).				
Pension Plan:	Basic Benefit - Effective December 1, 1983, \$6 (\$4) per month per year of service. Effective December 1, 1984, \$7.				
	Early Retirement - Effective December 1, 1983, employee may retire at age 63 (65) with unreduced benefits where age plus service total 85 years. Effective December 1, 1984, age 62. OHIP premium to be paid by company until age 65 for early retirees (new).				

CASCO Company, formerly Canada Starch Company Inc. at Cardinal - Local 483, Retail, Wholesale Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from April 15, 1984, to April 15, 1986, covering 296 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 15/84</u>	<u>Apr. 15/85</u>
General Increases		45¢	4%
Rate 1 (includes General Labour)		\$10.65 (\$10.20)*	\$11.08
Rate 10 (includes Journeyman Mechanic Grade 3)		\$13.21 (\$12.76)*	\$13.74

* Previous rates reflect COLA fold-in of 14¢ during the previous agreement.

Cost of Living Allowance: 1¢ per 0.45 point rise in the Consumer Price Index - 1971=100, using December, 1984 as the base index month. Adjusted semi-annually. Triggers at 3% per year. Capped at 14¢ each for the first two adjustments, and 16¢ each for the last two. (Basic formula is unchanged.)

Shift Premium: 0-45¢-55¢ (0-35¢-45¢).

Paid Vacation: 6 weeks after 25 (30) years' service.

Health and Welfare: Life Insurance - \$20,000 (\$17,000) coverage.

A.D. & D. - \$10,000 (\$8,500) coverage.

Weekly Indemnity - Benefit increases to \$270 (\$255) per week. Effective April 15, 1985, \$275.

Long Term Disability - Benefit increases to \$850 (\$800) per month.

Pension Plan: Basic Benefit - Benefit is based on the employee's highest earnings in 3 (4) consecutive years in the last 10 years of service.

Early Retirement - For employee who retires at age 62, benefit is actuarially reduced by 3% (4%).

Special Early Retirement Option (new) - Eligible employees, normally retiring by 1989, may elect to retire on June 1, 1984 with a lump sum payment of \$200 per full year of service, and continuation of fringe benefits until age 65, except Life Insurance coverage which will be reduced to \$2,000.

Clothing and Meal Allowance: \$50 per year. (Previously, employer provided 2 outfits per year, and \$1.50 after 4 hours' overtime.)

Safety Shoe Allowance: \$50 (\$45) per year.

RUBBER AND PLASTICS PRODUCTS

United Tire and Rubber Co. Limited at Cobourg - Local 973, Rubber Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 282 employees*, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

* Includes 110 employees currently on lay-off status.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Booker \$11.03-\$11.21

Journeyman \$12.47-\$12.88

Rates reflect COLA fold-ins totalling \$1.78 during the previous agreement.

Probationary period is 90 calendar days. Maximum rates are reached after three 2-month increases.

Cost of Living Allowance: 1¢ per 0.26 point rise in the Consumer Price Index - 1971=100, using the average index for February-April, 1984 as the base. Adjusted and folded into wages quarterly. (Basic formula is unchanged.)

COLA Advance - Eliminated.

Pension Plan: Early Retirement - Employee with 30 years' service may retire with unreduced benefits. (Previously, at age 55 with 30 years' service.)

Safety Shoe Allowance: \$55 (\$50) per year.

Safety Glasses Allowance: \$85 (\$80) every 2 years.

LEATHER

Greb Industries, a division of Warrington Products Inc. at Kitchener - Local 308, Clothing and Textile Workers (AFL-CIO/CLC) (production and maintenance employess): A 24-month renewal agreement effective from April 12, 1984 to March 28, 1986, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Apr. 1/84	Mar. 30/85
General Increases		43¢	37¢
Group A		\$7.16 (\$6.73)	\$7.53
Group E		\$7.96 (\$7.53)	\$8.33

Shift Premium:	0-19¢-22¢ (0-18¢-21¢).
Call-back Pay:	Minimum 3 (2) hours' wages.
Paid Vacation:	5 weeks after 17 (18) years' service.
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit increases to a maximum of \$255 (\$210) per week. OHIP - Effective January 1, 1984, employer pays 100% of premium costs. (Previously, \$25.68 per month single coverage and \$51.35 family coverage).
Safety Shoe Allowance:	50% discount for 2 (1) pairs per year.

TEXTILE

Celanese Canada (Millhaven) Inc. at Kingston - Local 9670, Energy and Chemical Workers (CLC): A 36-month renewal agreement effective from April 1, 1984 to March 31, 1987, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Dec. 1/84</u>	<u>Apr. 1/85</u>
General Increases		2%	1%	3%
Bobbin Recovery Operator	\$10.13 (\$9.93)		\$10.23	\$10.54
Labourer	\$10.76 (\$10.55)		\$10.87	\$11.20
Electrician	\$13.65 (\$13.38)		\$13.79	\$14.20
	Effective	<u>Apr. 1/86</u>		<u>Aug. 1/86</u>
General Increases		3%		3%
Bobbin Recovery Operator		\$10.86		\$11.19
Labourer		\$11.54		\$11.89
Electrician		\$14.63		\$15.07

Shift Premium:	Effective April 1, 1985, 0-43¢-53¢ (0-40¢-50¢).
Sunday Premium:	Effective April 1, 1985, \$2.06 (\$2) per hour.
Paid Vacation:	Effective April 1, 1985, 6 weeks after 30 years' service (new). Effective April 1, 1986, 6 weeks after 25 years' service.

Firestone Textiles Co., a Division of Firestone Canada Inc. at Woodstock - Local 115, United Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 16, 1983 to December 17, 1986, covering 233 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Dec. 18/83	Dec. 13/84	Dec. 12/85
	General Increases	6%	5%	5%
	Reclaim -	\$6.14	\$6.45	\$6.77
	Utility	(\$5.79)		
	General	\$9.84	\$10.33	\$10.85
	Maintenance -	(\$9.28)		
	Category M-2BII, Plants Nos. 2 and 3			

Cost of Living Allowance: 91¢ COLA was generated under the previous agreement, 18¢ of which is diverted to fund improved benefits. The remaining 73¢ continues to float.

Inoperative in the first year. Thereafter, 1¢ per 0.4 (0.45) point rise in the Consumer Price Index - 1971=100. Triggers at 5% above the December, 1984 index in the second year, and 5% increase above the December, 1985 index in the third year. Adjusted and paid quarterly. Capped at 35¢ in both the second and third year.

Shift Premium: 0-20¢-24¢ (0-17¢-21¢). 29.3¢ (25.3¢) for employees working 12-hour night shifts.

Paid Vacation: 4 weeks after 12 (14) years' service. 5 weeks after 20 (23) years.

Bereavement Leave: Daughter-in-law, son-in-law and grandchildren are added to the provision for 3 (1) days' paid leave to attend the funeral.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage.

Major Medical - OHIP, prescription drugs with \$5/\$10 deductible, semi-private hospital care and vision care with maximum benefit of \$80 (\$60) every 2 years continue, but now form part of the Blue Cross Extended Health Care Plan with additional benefits.

Dental Plan - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule. Lifetime maximum for orthodontic coverage is increased to \$1,000 (\$500).

Pension Plan: Employer Contribution - 1.5% of employee's qualified wages. Plan is non-contributory for employees. (Previously, plan was optional with employee contributing 3% of regular wages less CPP contributions, and employer contributing the balance of cost.)

Safety Shoe Allowance: \$40 per year. (Previously, \$30 for the first pair, and \$10 for the second pair.)

FURNITURE AND FIXTURE

Goldcrest Furniture Ltd. at Toronto - Canadian Industrial Employees (CCU): A 24-month renewal agreement effective from April 1, 1984 to March 31, 1986, covering 210 employees, settled with mediation assistance. Duration of negotiations - 6 weeks.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
	General Increases	35¢	30¢
	Grade 2 (General Help)	\$6.81-\$7.01 (\$6.46-\$6.66)	\$7.11-\$7.31
	Grade 17 (Maintenance Mechanic "A")	\$9.61-\$9.91 (\$9.26-\$9.56)	\$9.91-\$10.21

Probationary period is 7 weeks. Maximum rates are reached after 12 months.

Cost of Living Provision: Provision, together with 6¢ COLA float generated under previous agreements, is deleted. (Previously, 3¢ for each full 1% rise in the Consumer Price Index - 1971=100. Adjusted annually, using July, 1982 as the base. Triggered at 9%. Capped at 18¢. Formula did not trigger.)

Maternity Leave: Employer pays benefit coverage for the first 17 weeks of pregnancy (new).

Health and Welfare: Drug Plan - Employer pays 100% of premium costs for prescription drugs, with \$25 deductible. (Previously, employee contributed 35¢ per prescription.)

PRINTING, PUBLISHING AND ALLIED

The Windsor Star - Various locals, Joint Council of Unions (AFL-CIO/CLC)*: Five 31-month renewal agreements effective from June 1, 1983 to December 31, 1985, and two 24-month first agreements effective from January 1, 1984 to December 31, 1985, covering 213 employees, settled with mediation assistance. Duration of negotiations - 15 months

* Includes the Graphic Communications Union, Typographical Union, and Newspaper Guild.

A. Five renewal agreements with the Graphic Communications Union and Typographical Union.

Wages:	Effective	<u>June 1/83</u>	<u>Apr. 9/84</u>	<u>Jan. 1/85</u>	<u>Oct. 1/85</u>
	General Increases	6%	7.4%	6.7%	1%
	Additional Adjustments	Driver to receive an increase equivalent in dollars to that of Journeyman's	Same as June 1/83	Same as June 1/83	Same as June 1/83

Weekly Rates

Driver	\$529.22 (\$497.22)**	\$571.22	\$611.72	\$618.22
Journeyman	\$562.50 (\$530.50)**	\$604.50	\$645.00	\$651.50

** Previous rates reflect 2 unscheduled wage increases during the previous agreement on June 1, 1981 and January 1, 1982.

Night Premium: \$16 (\$13) per week.

Lobster Premium: \$20 (\$17) per week.

Paid Vacation: 3 weeks after 1 (3) year's service, 4 weeks after 8 (9) years, 5 weeks after 16 (17) years, and 6 weeks after 28 (30) years.

Pension Plan: Employer's Contribution - \$2 (\$1.50) per day.

Safety Shoe Allowance: For Pressman, \$40 (\$25) per year.

B. Two first agreements with the Newspaper Guild

Wages:	Effective	Jan. 1/84	Jan. 1/85	Oct. 1/85
General Increases		6.7%	7.4%	1%
Office Messenger		\$260 (\$244)	\$279.24	\$282.03
Reporter - 5 years		\$622.06 (\$583)	\$668.09	\$674.77
Senior Editor		\$728.76 (\$683)	\$782.69	\$790.52

Night Premium: \$7 (\$5) per day.

Paid Vacation: Same provisions as that reported in section A above.

Bereavement Leave: 5 days to attend the funeral of spouse or child, 3 days for other immediate family members and 1 day for grandparents.

Jury Duty Pay: Employer pays the difference between regular earnings and jury pay received.

Health and Welfare: Life Insurance - Coverage is equivalent to two times salary.

A.D. & D. - \$75,000 coverage.

OHIP - Employer pays 100% of premium costs.

Long Term Disability - Employer pays 60% of premium costs. Benefit is 60% of pre-disability earnings.

Major Medical - Employer pays 100% of premium costs.

Dental Plan - Employer pays 50% of premium costs. Coverage is based on the current Ontario Dental Association fee schedule.

Pension Plan: Details are not available.

PRIMARY METAL

Stelco Inc. in Ontario, Quebec and Alberta - Various locals, United Steelworkers (AFL-CIO/CLC): Eleven 36-month renewal agreements effective from August 1, 1984 to July 31, 1987, covering 12,830 Ontario employees*, settled at the bargaining stage. Duration of negotiations - 1 month.

* Includes 56 employees currently on lay-off status.

Wages:	Effective	<u>Aug. 1/84</u>	<u>Aug. 1/85</u>	<u>Aug. 1/86</u>
	General Increases		25¢	30¢
	COLA Fold-in	44¢		
	<u>Hilton Works</u>			
	Job Class 2 (includes Labourer)	\$12.537 (\$12.097)**	\$12.787	\$13.087
	Job Class 18 (includes Machinist)	\$15.689 (\$15.249)**	\$15.939	\$16.239
	Job Class 28 (includes Senior Rolling Mill Operator)	\$17.659 (\$17.219)**	\$17.909	\$18.209

** Previous rates reflect COLA fold-ins totalling 96¢ during the previous agreement.

Cost of Living Allowance: 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly, with the first adjustment comparing the July, 1984 index to the April, 1984 index and payable beginning August, 1984. Paid as a float for the duration of the agreement. (Basic formula is unchanged. Previously, folded in on the anniversary dates of the agreement.)

Bereavement Leave: Common-law spouse, mother-in-law, father-in-law, sister-in-law and brother-in-law, are added to the provision for 1 day's paid leave in the event of death, or 3 days if employee attends the funeral.

Health and Welfare: Weekly Indemnity - Effective January 1, 1985, \$290 (\$275) per week. Effective January 1, 1986, \$305. Effective January 1, 1987, \$325.

Long Term Disability - Benefit increases to \$500 (\$400) per month.

Dental Plan - Effective January 1, 1985, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1983 ODA fee schedule. Effective January 1, 1987, the 1984 ODA fee schedule.

Pension Plan: Special Early Retirement Option (new) - Eligible employees, aged 60-65, who elect to retire during the period August 1, 1984 - December 1, 1984 with unreduced benefits will receive a \$300 per month supplement in addition to their regular pension for a period of up to 2 years or to age 65, whichever is shorter.

Profit-Sharing Plan (new): Employer and union officials to discuss within the first 6 months of the new agreement the implementation of a profit-sharing plan.

Holmes Foundry Ltd. at Sarnia - Local 456, Auto Workers (CLC): A 36-month renewal agreement effective from April 8, 1984 to March 31, 1987, covering 297 employees, settled during a work stoppage. Duration of negotiations - 3 months. Previous agreement expired March 31, 1984.

Wages:	Effective	Apr. 8/84	Apr. 7/85	Apr. 6/86
General Increases		10¢	10¢	10¢
COLA Fold-in		\$1.85		
COLA Travel*		10¢		
Inequity Adjustments		5¢-25¢ for some classifications		
Core Assembler		\$11.16-\$11.71 (\$9.11-\$9.66)	\$11.26-\$11.81	\$11.36-\$11.91
Millwright Journeyman		\$12.87-\$13.42 (\$10.82-\$11.37)	\$12.97-\$13.52	\$13.07-\$13.62

* COLA Travel was folded in on April 15, 1984.

Probationary period is 50 days worked. Newly hired or rehired employees receive 85% of base rate of the classification. Maximum rates are reached after 545 calendar days with 5% increases after 180, 365 and 545 calendar days. (Previously, maximum rates were reached with two 30-day increases.)

Cost of Living Allowance: 1¢ per 0.35 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly, with the first adjustment on July 15, 1984 by comparing the average CPI for the months of April-May-June, 1984 to January-February-March, 1984. For adjustments starting

October 20, 1985, 1¢ per 0.3 point rise in the CPI. (Previously, 1¢ per 0.35 point rise in CPI - 1971=100 for the duration of the agreement.)

Shift Premium: 0-40¢-50¢ (0-35¢-40¢).

Health and Welfare: Life Insurance - \$16,000 (\$13,000) coverage. Effective April 1, 1985, \$17,000. Effective April 1, 1986, \$18,000.

A.D. & D. - \$9,500 (\$6,500) coverage. Effective April 1, 1985, \$10,500. Effective April 1, 1986, \$11,500.

Weekly Indemnity - Benefit increases to \$255 (\$230) per week. Effective April 1, 1985, \$265. Effective April 1, 1986, \$295.

Employees hired on or after April 8, 1984 receive an amount equal to 75% of regular benefit until completion of 1 year's service. (Previously, 50% during 1st or 2nd month that coverage is in force. 75% during 3rd to 6th month that coverage is in force.)

Long Term Disability - Benefit increases to \$900 (\$850) per month. Effective April 1, 1985, \$925. Effective April 1, 1986, \$1,000.

Vision Care - Maximum claim for eyeglasses increases to \$80 (\$60) every 2 years. Plus \$40 for replacement lenses if medically necessary (new).

Continuation of Benefits on Lay-off - OHIP coverage is continued without cost to the employee for up to 24 months following the month of layoff for employees with 10 years' service who have been laid off on or after April 8, 1984 (new).

Pension Plan: Basic Benefit - \$16 (\$15.50) per month per year of service. Effective April 1, 1985, \$16.50. Effective April 1, 1986, \$17.

Supplementary Monthly Benefit Per Year of Service to a Maximum of 30 Years - \$11.75 (\$11.50) per month per year of service. Effective April 1, 1985, \$12.00. Effective April 1, 1986 \$12.25. Payments are reduced by any statutory benefits and take into account the early retirement factor.

Early Retirement - "30 and Out" Program - \$880 (\$850) per month. Effective April 1, 1985, \$910. Effective April 1, 1986, \$935.

Allowable Earnings - "30 and Out" Program - \$6,600 (\$6,000). Effective in 1985, \$7,500. Effective in 1986, \$8,400.

Transition and Bridge Benefit - Coverage continues at company expense until age 65 for employee who retires under the Disability Retirement provision (new).

Basic Benefit Increases for Current Pensioners - Effective January 1, 1987, 50¢ increase per month per year of service.

Special Pension Payments (new) - Three lump sum payments of \$300 each to retirees on July, 1984, July, 1985 and July, 1986. \$180 to eligible spouses on each of the above dates.

Supplemental
Unemployment
Benefit Plan:

Effective in May, 1984, the level below which the Credit Unit Cancellation Bracket is determined weekly increases to \$280 (\$195).

Credit Unit Cancellation Base - Below \$140 (\$130) - Reduced benefits for employees with less than 20 years' service. Below \$40 (\$35) - No benefits for employees with less than 10 years' service.

Accelerated Benefit Payment Account (new) - If the CUCB is less than \$40, employer will contribute the lesser of: (1) an amount necessary to pay Regular Benefits and maintain the CUCB at \$40 or (2) \$50,000. Effective in April, 1985 and April, 1986, increase balance in account by \$25,000 each. Contributions are to be offset by other SUB contributions payable by the Company.

International Malleable Iron Company Limited at Guelph - Local 3000, United Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from March 1, 1984 to February 28, 1985, covering 217 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 1/84
	General Increase	1%
	COLA Fold-in	\$1.35
	Group 1 (includes Labourer)	\$11.265 (\$9.815)
	Group 15 (includes Electrician)	\$12.605 (\$11.145)

Cost of Living Allowance: 1¢ per 0.28 point rise in the Consumer Price Index - 1971=100. Adjusted and paid quarterly, beginning in March, 1984 for the previous quarter. (Basic formula is unchanged.)

Chromasco Limited at Haley - Local 4632, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 19, 1983 to October 18, 1986, covering 325 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Oct. 16/83	Apr. 12/84
	General Increases	10¢	10¢

	<u>Oct. 16/83</u>	<u>Apr. 12/84</u>
Job Class Increment		11.35¢ (10.85¢)
Labourer	\$8.928 (\$8.828)	\$9.033
Machinist Mechanic, 1st Class	\$10.447 (\$10.347)	\$10.622
Electronic Repairman	\$10.664 (\$10.564)	\$10.849
Effective	<u>Oct. 21/84</u>	<u>Oct. 20/85</u>
General Increases	25¢	25¢
Additional Adjustment	2 job classes added to Mechanical and Electrical Departments	
Job Class Increment		11.85¢
Labourer	\$9.283	\$9.538
Machinist Mechanic, 1st Class	\$10.872	\$11.197
Electronic Repairman	\$11.099	\$11.434

Previous rates reflect COLA fold-ins totalling \$1.51 during the previous agreement.

Cost of Living Allowance: 1¢ per 0.45 point rise in the Consumer Price Index - 1971=100, using June, 1983 as the base index month. Adjusted and paid quarterly, with the first adjustment comparing the September, 1983 index to the base, and payable beginning November, 1983. Folded-in annually. (Basic formula is unchanged).

Saturday and Sunday Premium: 1983, 45¢ (40¢). Effective October 21, 1984, 50¢. Effective October 20, 1985, 55¢.

Paid Vacation: Effective October 20, 1985, 6 weeks after 28 years' service (new).

Health and Welfare: Life Insurance and A.D. & D. - Effective April 6, 1984, \$15,000 (\$14,000) coverage. Effective October 19, 1984, \$16,000. Effective October 19, 1985, \$18,000.

O.H.I.P. - Effective January 1, 1986, employer pays 90% (80%) of premium costs.

Weekly Indemnity - Effective April 6, 1984, benefit is increased to \$195 per week for the first 4 weeks, \$100 for the next 15 weeks and \$195 thereafter for 33 weeks, payable on a 1-1-4-52 basis. (Previously, \$100 per week for the first 17 weeks and \$175 per week for the next 35 weeks.) Effective October 19, 1984, \$215, \$100 and \$215 respectively. Effective October 19, 1985, \$225, \$100 and \$225.

Pension Plan: Basic Benefit - Effective January 1, 1984, \$8 (\$6) per month per year of service. Effective January 1, 1985, \$10. Effective January 1, 1986, \$12.

METAL FABRICATING

Dominion Forge Company Limited at Windsor - Local 195, Auto Workers (CLC): A 33-month renewal agreement effective from April 9, 1984 to December 31, 1986, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months. Previous agreement expired December 31, 1983.

Wages:	Effective	<u>Apr. 9/84</u>	<u>Jul. 1/84</u>	<u>Jan. 1/85</u>
General Increase		20¢		
COLA Fold-ins			40¢	25¢
Misc. Labour		\$10.97 (\$10.77)	\$11.37	\$11.62
Electrician		\$12.71 (\$12.51)	\$13.11	\$13.36
	Effective	<u>Jul. 1/85</u>	<u>Jan. 1/86</u>	<u>Jul. 1/86</u>
General Increases		25¢		25¢
COLA Fold-ins		25¢	25¢	25¢
Skilled Trades Adjustments		10¢		10¢
Misc. Labour		\$12.12	\$12.37	\$12.87
Electrician		\$13.96	\$14.21	\$14.81

Cost of Living Allowance: Of the total \$2.36 generated under previous agreements, \$1.40 is folded into wages in five stages, as shown above and 96¢ continues to float.

1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly beginning January 16, 1984 by comparing the average CPI for the months of October-November-December, 1983 with the base index of 280.2. Paid weekly. Last adjustment to be made October 16, 1986. (Basic formula is unchanged.)

Shift Premium: Effective July 1, 1984, 0-55¢-65¢ (0-55¢-60¢). Effective January 1, 1986, 0-65¢-70¢.

Paid Personal Days: 12 (11) days over the lifetime of the agreement.

Bereavement Leave: Step-brother and step-sister are added to the provision for 3 days' paid leave.

Health and Welfare: Life Insurance - Effective May 1, 1984, \$24,000 (\$23,000) coverage. Effective January 1, 1985, \$25,000. Effective January 1, 1986, \$28,000.

A.D. & D. - Coverage continues to equal one-half of life insurance coverage.

Weekly Indemnity - Effective May 1, 1984, benefit increases to \$260 (\$250) per week. Effective January 1, 1985, \$280. Effective January 1, 1986, \$305.

Extended Disability - Effective January 1, 1985, benefit increases to \$500 (\$450) per month. Effective January 1, 1986, \$550.

Major Medical - Effective April 1, 1984, maximum of \$70 (\$50) every 24 months for eyeglasses, \$450 twice per lifetime for hearing aid. (Previously, once per lifetime.)

Dental Plan - Effective September 1, 1984, benefit for root canal therapy increases to \$200 (\$100) a tooth.

Survivor Income Benefit - Effective January 1, 1986, \$450 (\$400) per month.

Bridge Survivor Income Benefit - Effective January 1, 1986, \$400 (\$350) per month.

Pension Plan: Basic Benefit - Effective January 1, 1985, \$18 (\$17) per month per year of service. Effective January 1, 1986, \$19.

Supplementary Monthly Benefit Per Year of Service to a Maximum of 30 years - Effective January 1, 1985, \$14.25 (\$13.50) per month per year of service. Effective January 1, 1986, \$15.

Early Retirement - "30 and Out" Program - Effective March 1, 1984, \$950 (\$925) per month. Effective for retirements on or after January 1, 1985, \$1,000. Effective for retirements on or after January 1, 1986, \$1,050.

Allowable Earnings - "30 and Out" Program - Effective January 1, 1984, \$7,000 (\$6,000). Effective January 1, 1985, \$8,000. Effective January 1, 1986, \$9,000.

Basic Benefit Increases for Current Pensioners - Effective July 1, 1984, 75¢ increase per month per year of service. Effective July 1, 1986, 75¢.

Increases for Pensioners under the "30 and Out" Program - \$22.50 is added to the "make up" portion per month on July 1, 1984 for

retirements prior to March 1, 1984 and on July 1, 1986 for retirements prior to that date.

Meal Allowance: Effective April 9, 1984, \$7 (\$6). Effective January 1, 1986, \$8.

Safety Shoe Allowance: Effective January 1, 1985, \$33 (\$30). Effective January 1, 1986, \$36.

Supplemental Unemployment Benefit Plan: Employer contributions are increased by 2¢ per straight-time hour worked, and by 3¢ per overtime hour worked.

Effective April 9, 1984, company pays the first \$10,000 of short-work week benefits. Effective April 1, 1985, a further \$10,000 of. No s.w.w. or regular benefits will be paid to employees with less than 18 months' seniority (new).

Employees who have worked a minimum of 880 hours in a year receive regular S.U.B. benefits in lieu of Christmas Shut-down holiday pay to which they are not entitled because of lay-off. The cost will not be charged to the fund (new).

TRANSPORTATION EQUIPMENT

Fruehauf Canada Inc., Manufacturing Plant at Ingersoll - Local 2163, Auto Workers (CLC): A 36-month renewal agreement effective from February 16, 1984 to February 15, 1987, covering 267 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 16/84</u>	<u>Feb. 16/85</u>
Increases		20¢-50¢	15¢-45¢
COLA Fold-in		\$1.70	
Grade 2 (includes Assembler)		\$9.50-\$10.00 (\$7.30-\$7.80)	\$9.95-\$10.45
Grade 5 (includes Maintenance Electrician)		\$11.20-\$11.70 (\$9.30-\$9.80)	\$11.35-\$11.85
Effective		<u>Feb. 16/86</u>	<u>Feb. 8/87</u>
Increases		15¢-40¢	20¢
Grade 2 (includes Assembler)		\$10.35-\$10.85	\$10.55-\$11.05
Grade 5 (includes Maintenance Electrician)		\$11.50-\$12.00	\$11.70-\$12.20

Maximum rates are reached upon completion of a 45 working days' (90 calendar days') probationary period.

Cost of Living Allowance: \$1.83 was generated during the previous agreement, of which \$1.70 is folded into wages and 13¢ continues to float.

1¢ per 0.34 point change in the Consumer Price Index - 1971=100, using February, 1984 as the base index month. Adjusted and paid quarterly. 5¢ per hour is diverted to offset the cost of the dental plan. Additional costs for future improvements to the weekly indemnity plan during the life of the agreement will be diverted from COLA. (Basic formula is unchanged.)

Shift Premium: 0-25¢-25¢ (0-18¢-18¢).

Paid Holidays: 1 day is added for a total of 13 (12) days' per year.

Paid Vacation: 3.5 weeks after 10 years' service (new).

Bereavement Leave: Grand-parent and grand-child are added to the provision for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective May 1, 1984, \$12,000 (\$10,000) coverage.

Weekly Indemnity - Effective May 1, 1984, benefit increases to \$255 per week. (Previously, \$170.)

Dental Plan (new) - Effective May 1, 1984, coverage is based on the 1984 Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$50 per year. (Previously, \$15 per pair every 6 months.)

ELECTRICAL PRODUCTS

Ferranti-Packard Transformers Ltd., St. Catharines Division - Local 5788, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 26, 1984 to February 22, 1987, covering 225 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Feb. 26/84	Feb. 26/85	Feb. 26/86
Average		57¢	48¢	30¢
Increases				
Labourer		\$10.59 (\$9.51)	\$11.22	\$11.55
Electrician "A"		\$13.29 (\$11.91)	\$14.07	\$14.55

Hourly Rated Incentive Plan - Eliminated.

Cost of Living Allowance: Formula continues to be inoperative in the first and second year. In the third year, 1¢ per 0.32 point rise in the Consumer Price Index - 1971=100, using February, 1986 as the base index month. Adjusted quarterly.

Shift Premiums: 0-46¢-46¢ (0-41¢-41¢). Effective February 26, 1985, 0-51¢-51¢. Effective February 26, 1986, 0-56¢-56¢.

Paid Vacation: Effective February 26, 1985, 5 weeks after 23 (25) years' service, 6 weeks after 32 (35) years. Effective February 26, 1986, 5 weeks after 20 years and 6 weeks after 30 years.

Health and Welfare: Life Insurance and A.D. & D. - \$14,000 (\$13,000) coverage. Effective February 26, 1985, \$15,000. Effective February 26, 1986, \$16,000.

Weekly Indemnity - 60% of UIC maximum. (Previously, \$220 maximum benefit.)

Long Term Disability - Maximum benefit increases to \$210 (\$195) per week in the first year, \$225 in the second and \$240 in the third year.

Semi-Private Hospital Care - Maximum claim increases to \$22 (\$20) per day in the first year, \$25 in the second and \$26 in the third year.

Dental Plan - Coverage in each year continues to be based on the previous year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective May 1, 1984, \$13 (\$12) per month per year of service. Effective May 1, 1985, \$14. Effective May 1, 1986, \$15.

Special Early Retirement Incentives (new) - \$80 per month plus continuation of insured health benefits, except Weekly Indemnity and L.T.D., to be paid during the life of this agreement for employees aged 62 and over with 30 years' service, until age 65.

Benefit Increases for Current Pensioners - Effective May 1, 1984, an additional \$10 per month.

NON-METALLIC MINERAL PRODUCTS

Lake Ontario Cement Limited at Sophiasburg and Toronto - Local 387, Boilermakers (AFL-CIO/CFL), formerly Cement Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1983 to November 30, 1985, covering 252 employees*, settled at the conciliation officer stage. Duration of negotiations - 5 months.

* Includes 55 employees currently on lay-off status.

Wages:	Effective	Dec. 1/83	Dec. 1/84
General Increases		35¢	70¢
Class 2 (includes Labourer)		\$13.75 (\$13.40)**	\$14.45
Class 17 (includes Electrician 1st Class)		\$15.25 (\$14.90)**	\$15.95

	<u>Dec. 1/83</u>	<u>Dec. 1/84</u>
Class 21 (includes Instrument Mechanic)	\$15.65 (\$15.30)**	\$16.35

** Rates reflect COLA fold-ins totalling \$2.75 during the previous agreement.

Cost of Living Allowance: 1¢ per 0.275 (0.3) point rise in the Consumer Price Index - 1971=100 (1961=100), using October, 1983 as the base index month. Triggers at 10%. Adjusted quarterly thereafter. (Basic formula is unchanged.)

Paid Vacation: 6 weeks at 12% after 25 (28) years' service.

Health and Welfare: Weekly Indemnity - Benefit increases to \$255 (\$235).

Pension Plan: Bridge Benefit (new) - \$10 per month per year of service to a maximum of \$300 per month.

Toronto and Vicinity Ready Mix Companies - Local 230, Teamsters (Ind.): Seven 24-month renewal agreements effective from April 1, 1984 to March 31, 1986, covering 592 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
General Increases		25¢	75¢
Yardman		\$14.10 (\$13.85)	\$14.85
Driver		\$14.20 (\$13.95)	\$14.95
Batcher		\$14.30 (\$14.05)	\$15.05

New employees receive \$1 (25¢) below job rate until completion of a 20 days worked probationary period

Weekly Guarantee: Minimum gross payment increases to \$240 (\$220) per week. Effective April 1, 1985, \$260.

Health and Welfare: Life Insurance and A.D. & D. - Effective April 1, 1985, \$25,000 (\$20,000) coverage.

Dental Plan - Effective April 15, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective April 1, 1985, the 1984 ODA fee schedule.

Pension Plan: Effective January 1, 1985, employer contributes \$100 (\$90) per eligible employee per month. Effective January 1, 1986, \$110.

Domglas Inc. at Hamilton - Local 203G, Aluminium, Brick and Glass Workers (AFL-CIO/CLC) (plant and warehouse employees): A 36-month renewal agreement effective from March 29, 1984 to March 28, 1987, covering 600 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 29/84	Mar. 29/85	Mar. 29/86
	General	3%	3%	3%
	Increases*			
	<u>Hamilton Factory -</u> <u>continuous</u> <u>shift schedule</u>			
	Group I (includes Cleaner-Light Labour)	\$9.46-\$9.92 (\$9.46-\$9.63)	\$9.46-\$10.22	\$9.46-\$10.53
	Group III (includes Labour- Maintenance)	\$10.03-\$10.50 (\$10.03-\$10.19)	\$10.03-\$10.82	\$10.03-\$11.14
	Group XIII (includes Electrician)	\$11.55-\$12.58 (\$11.55-\$12.21)	\$11.55-\$12.96	\$11.55-\$13.35
	Group XVI (Stationary Engineer, 3rd Class)	\$11.83-\$12.89 (\$11.83-\$12.51)	\$11.83-\$13.28	\$11.83-\$13.68

* Increases do not apply to wages of newly hired employees for whom start rates are frozen for the duration of the 3-year agreement.

Probationary period is 30 consecutive working days or 45 intermittent working days within 12 calendar months. Maximum rates are reached after 6 months for Cleaner-Light Labour and Labour-Maintenance, and after 2 years for Electrician and Stationary Engineer, 3rd Class.

Cost of Living Allowance: 1¢ per 0.35 point rise in the Consumer Price Index - 1971=100. Triggers at 5% above the February, 1984 index. Thereafter adjusted and paid quarterly. Folded-in at the end of the first and second contract years. (Previously, 1¢ per 1% rise in the Consumer Price Index - 1971=100. Triggered at 12% in the first year and 10% in the second year. Formula did not trigger.)

Shift Premium: 0-22¢-30¢ (0-20¢-28¢).

Vacation Pay: An employee who is eligible for more than 4% vacation pay in a year must work a minimum of 800 hours before vacation allowance above 4% is paid out (new).

Pension Plan: Basic Benefit - Effective January 1, 1984, \$17 (\$13) per month per year of service credited since January 1, 1965.

Early Retirement - Employees may retire at age 62 with unreduced benefits (new).

PPG Canada Inc., Duplate Division (formerly Duplate Canada Inc.) at Hawkesbury and Oshawa - Locals 222 and 1661, Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1984 to March 31, 1987, covering 800 employees, settled at the post mediation officer bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>
	General Increases	35¢	30¢	30¢
	COLA Fold-in	\$1.80		
	Skilled Trades Adjustments	10¢	10¢	10¢
	Additional Adjustments	15¢ for Electrician; 20¢ for Millwright at Oshawa, who performs major welding		
	<u>Oshawa Plant</u>			
	General Labour	\$12.24 (\$10.09)	\$12.54	\$12.84
	Electrician	\$14.17 (\$11.77)	\$14.57	\$14.97
	Tool Maker	\$14.21 (\$11.96)	\$14.61	\$15.01

Cost of Living Allowance: 6¢ COLA continues to float.

1¢ per 0.30 point rise in the Consumer Price Index - 1971 = 100. Calculated quarterly beginning July 1, 1984 by comparing the average CPI for the months of April-May-June with January-February-March, 1984. A 1¢ deduction is to be made with each adjustment up to a total maximum reduction of 11¢. However, no reduction if quarterly COLA is equal to or less than the highest level previously reached during the term of the agreement. (Basic formula is unchanged).

Shift Premium: 0-25¢-35¢ (0-20¢-30¢).

Paid Holidays: 42 (41) days during the life of the agreement.

Crown Witness
Leave:

Subpoenaed crown witness is included in the Jury Duty Pay provision, where the employer pays the difference between regular pay and fees received.

Health and
Welfare:

Life Insurance - \$18,000 (\$16,000) coverage.

A.D. & D. - \$9,000 (\$8,000) coverage.

Weekly Indemnity - Effective April 1, 1984, benefit is equal to maximum U.I.C. benefit or \$250 per week, whichever is greater. Effective April 1, 1985, maximum U.I.C. benefit or \$280. Effective April 1, 1986, maximum U.I.C. benefit or \$310. (Previously, \$220 per week flat benefit).

Extended Disability Benefit - Effective April 1, 1984, \$630 (\$600) per month for employees with less than 10 years' participation in the Sickness and Accident Plan. \$690 (\$660) for employees with 10 or more years' participation. Effective April 1, 1985, \$640 and \$700 respectively.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule in the first year, the 1984 O.D.A. fee schedule in the second year, and the 1985 ODA fee schedule in the third year.

Survivor Income Benefits - \$250 (\$200) per month minimum Transition and Bridge benefits; \$275 (\$225) maximum, except \$325 (\$275) maximum for Transition with dependants.

Pension Plan:

Basic Benefit - \$15.25 (\$13.75) per month per year of service. Effective April 1, 1985, \$16.25. Effective April 1, 1986, \$17.

Supplementary Benefit Prior to Statutory Benefit Age - \$13 (\$12) per month per year of service to a maximum of 25 years. Effective April 1, 1985, \$13.75.

Special Early Retirement Allowance - An employee with 30 years' credited service receives an allowance which, when added to the basic and supplementary benefits will yield a total monthly benefit for retirements on or after April 1, 1984 of \$900 (\$800) per month. Effective for retirements on or after April 1, 1985, \$915. Effective for retirements on or after April 1, 1986, \$950. Special Allowance ceases at statutory benefit age.

Basic Benefit Increases for Current Pensioners - \$1 increase per month per year of service. Effective April 1, 1985, 50¢. Effective April 1, 1986, 50¢.

Supplemental
Unemployment
Benefit Plan:

Regular benefit - \$270 (\$260) per week less deductions for any applicable income received from other sources including UIC benefits. Effective April 1, 1985, \$280. Effective April 1, 1986, \$290.

Special Weekly Benefit - For employee who is disqualified from receiving UIC benefits for specified reasons, \$200 per week (unchanged), plus \$5 (\$4) per dependent child for each of the first five dependents.

Maximum Funding - \$600 (\$550).

Employer's Contribution - 6¢-11¢ (5¢-10¢) per hour, depending on percentage position of fund.

MINES

Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Division at Goderich - Local 16, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from April 1, 1984 to March 31, 1985, covering 275 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/84</u>
	General Increase	5%
	Labour	\$12.88 (\$12.27)
	Maintenance Group 1	\$14.90 (\$14.19)
Shift Premium:	Effective April 15, 1984, 0-32¢-49¢ (0-32¢-44¢).	
Saturday Premium:	Effective April 15, 1984, \$1.00 (50¢) per hour.	
Health and Welfare:	<u>Life Insurance</u> - Effective May 1, 1984, \$16,500 (\$14,500) coverage.	
Safety Shoe Allowance:	Effective April 15, 1984, \$40 (\$35) per pair per year.	

TRANSPORTATION

Wardair Canada Inc., system-wide - Canadian Air Line Flight Attendants' Association (CLC): A 12-month renewal agreement effective from April 16, 1984 to April 16, 1985, covering 350 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 7 months. Previous agreement expired October 30, 1983.

Wages:	No increase in rates that were in effect at the conclusion of the previous agreement.	
	Flight Attendants hired after Nov. 1/83 0-3 years	\$15.00-\$19.15
	Flight Attendants hired before Nov. 1/83 0-7 years	\$21.39-\$30.18
	Purser 0-7 years	\$23.96-\$33.80

Probationary period is 6 months. Maximum rates are reached after six 6-month increases for Flight Attendant hired after November 1, 1983, and after four 6-month and five 12-month increases for Flight Attendant hired before November 1, 1983 and Purser.

Incremental pay increases will not be paid during the term of the agreement.

Health and Welfare: Long Term Disability - Effective June 1, 1984, employer pays 100% of premium costs to a maximum of .9% of employee's gross salary (new).

Hamilton Street Railway Company and Canada Coach Lines Limited at Hamilton - Locals 107 and 1585, Transit Union (AFL-CIO/CLC) (hourly rated and salaried employees): Three 24-month renewal agreements effective from April 1, 1984 to March 31, 1986, covering 811 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
	Increases		Wage Reopener
	Local 107, hourly rated employees	4.75% for Job Groups 1 to 7; 5.75% for Job Groups 8 and 9	
	Local 1585, salaried employees	5%	

Local 107, Hamilton
Street Railway

Job Group 1 (includes Interior Cleaner)	\$10.89-\$11.98 (\$10.40-\$11.43)
Job Group 5 (includes Operator)	\$12.02-\$13.32 (\$11.47-\$12.72)
Job Group 9 (includes Auto Mechanic)	\$12.82-\$14.26 (\$12.12-\$13.48)

Probationary period is 6 months. Maximum rates are reached after 12 months.

Cost of Living Provision: Inoperative, as previously.

Shift Premium: 0-24¢-32¢ (0-22¢-29¢) for maintenance employees in local 107.

STORAGE

Lakehead Terminal Elevators Association (Cargill Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited) at Thunder Bay - Local 650, Railway Clerks (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1983 to January 31, 1985, covering 1,700 employees, settled at the conciliation officer stage. Duration of negotiations - 14 months.

Wages:	Effective	Feb. 1/83	Feb. 1/84
General Increases		\$1.00	50¢
Labour (Unit G)		\$13.84 (\$12.84)	\$14.34
Dryerman (Unit E)		\$14.34 (\$13.34)	\$14.84
Electronic Technician (Unit B)		\$15.09 (\$14.09)	\$15.59

Cost of Living Allowance: Effective in 1984, 5¢ per point rise in the Consumer Price Index - 1971=100, above 301.5. Adjusted monthly with the last adjustment based on the November 1984 index. (Previously, triggered at 10% above the November 1981 index. Basic formula is unchanged.)

Shift Premium: Effective May 1, 1984, 0-55¢-55¢ (0-50¢-50¢).

Bereavement Leave: Effective May 1, 1984, brother-in-law and sister-in-law are added to the provision for 3 days' paid leave.

Health and Welfare: All Plans - Effective May 1, 1984, 90% (85%) employer paid:

Life Insurance - Effective July 1, 1984, \$40,000 (\$35,000) coverage.

Weekly Indemnity - Effective May 1, 1984, benefit increases to \$275 (\$260) per week.

Pension Plan: Effective July 1, 1984, 6 individual plans to be replaced by a master plan, to become part of the Collective Agreement.

Basic Benefit - For service credited after June 30, 1984, 1.25% of final average earnings up to the average Yearly Maximum Pension Earnings in the year of retirement and the four preceding years, plus 1.75% of final average earnings in excess of the average YMPE.

For service credited prior to July 1, 1984, existing formula continues to apply.

Early Retirement - Employee may retire with unreduced benefits at age 60, if age plus service total 90.

Bridge Benefit - Employee retiring at age 62, with age plus service totalling 90 receives a supplemental pension equal to the maximum CPP benefit payable in the year of his retirement, to age 65 or death.

ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	4.7%
	Job Level 201 (Office Messenger)	\$6.51-\$7.51 (\$6.22-\$7.17)
	Job Level 212 (includes Engineering Technician)	\$13.99-\$16.79 (\$13.36-\$16.04)

Probationary period is 6 months. Maximum rates are reached after 6 months for Office Messenger, and after 42 months for Engineering Technician.

Health and Welfare:	Dental Plan - Effective May 1, 1984, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.
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Union Gas Ltd., southwestern Ontario - Various locals, Energy and Chemical Workers (CLC) (maintenance, and office and clerical employees): Two 24-month renewal agreements effective from January 1, 1984 to December 31, 1985, covering 936 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Dec. 30/84</u>
	General Increases	5%	5%
	COLA Fold-in	\$2.27 per hour for maintenance employees; \$85.13 per week for office and clerical employees	
	<u>Hourly Rates</u>		
	Yardman	\$10.59-\$11.70 (\$7.82-\$8.87)	\$11.12-\$12.29
	Maintenance Man	\$10.59-\$13.63 (\$7.82-\$10.71)	\$11.12-\$14.31
	Gas Dispatcher	\$10.91-\$14.51 (\$8.12-\$11.55)	\$11.46-\$15.24

Apr. 1/84

Dec. 30/84

Weekly Rates

Clerk, Grade 1	\$288.65-\$336.46 (\$189.77-\$235.31)	\$303.08-\$353.28
Clerk, Grade 9	\$479.93-\$527.75 (\$371.95-\$417.49)	\$503.93-\$554.14

Probationary period is 3 months. Maximum rates are reached after 1 year for Yardman, after 4 years for Maintenance Man and Gas Dispatcher, and after 2 years and 9 months for Clerk, Grades 1-9.

Signing Allowance: 5% of base wages for all hours worked from January 1, 1984 to March 31, 1984 for all active, full-time employees as of the date of ratification, April 12, 1984.

Cost of Living Allowance: Effective in 1985, 1¢ per 0.265 point rise in the Consumer Price Index - 1971=100, using December 1984 as the base index month. Triggers at 9%. Calculated and adjusted quarterly. To be folded into base rates at the end of the agreement. (Basic formula unchanged. Previously, no trigger.)

Shift Premium: Effective April 1, 1984, 0-40¢-55¢ (0-34¢-45¢); 65¢ (45¢) for "A" shift, 1 p.m. to 9 p.m.

Sunday Premium: 95¢ (85¢).

Standby Premium: First 8 hours - \$9 (\$7.50)
Next 8 hours - \$3 (\$2.50)
Up to 24 hours on a day off - \$16 (\$14)

Paid Vacation: Provision for 6 weeks after 20 years' service for employees aged 61 or over is deleted.

Health and Welfare: Life Insurance and A.D. & D. - Effective April 1, 1984, \$64,000 (\$50,000) coverage.

Life Insurance for Retirees - Effective January 1, 1985, \$2,500 coverage. (Previously, \$1,000 paid up life insurance.)

Dental Plan - Effective April 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective January 1, 1985, the 1984 ODA fee schedule.

Continuation of Benefits for Early Retirees (new) -

OHIP - Effective April 1, 1984, employer pays 100% of premium costs to age 65 or until government paid coverage begins, whichever comes first.

Dental Plan - Effective April 1, 1984, employer pays 100% of premium costs to normal retirement date.

Pension Plan: Actuarial Reductions for Early Retirement - Effective April 1, 1984, 3% (6%) a year for each year before age 65 for employees retiring at age 60 to 65. Effective January 1, 1985, 3% for employees retiring at age 60 to 61, no reductions for ages 62 to 65.

Safety Shoe Allowance: \$55 (\$45).

FINANCE, INSURANCE AND REAL ESTATE

Property Management Service Organization at Toronto - Local 183, Labourers (AFL-CIO): A 36-month renewal agreement effective from December 1, 1983 to November 30, 1986, covering 250 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/84</u>	<u>Dec. 1/85</u>
General Increases		5%	5%
Housekeeper		\$7.55 (\$7.20)	\$7.95
Licensed Handyman		\$12.60 (\$12.00)	\$13.25
<u>Monthly Rates</u>			
Building Superintendent; 56-350 suites and over, 0-4 years*		\$869-\$1,368 (\$828-\$1,303)	\$912-\$1,436

* Building Superintendent with 4 or more years' service may receive up to an additional \$40 per month for merit, as determined by the employer (unchanged).

Paid Vacation: 4 weeks after 8 (10) years' service for salaried employees.

Vacation Pay: 8% after 8 (10) years' service for hourly rated employees.

Jury Duty Leave Pay (new): Employer pays the difference between regular wages and fees received.

Health and Welfare: Employer Contribution to the Industrial Benefit Trust Fund - Effective December 1, 1983, \$55 per employee per month (40¢ per hour worked for hourly rated employees, and for the first 120 hours worked each month for salaried employees). Effective December 1, 1984, \$60. Effective December 1, 1985, \$65.

Pension Plan: Employer Contribution to the Labourers' Pension Fund of Central and Eastern Canada - Effective December 1, 1984, 30¢ per hour worked to a maximum of 150 hours per month. (Previously, 20¢ per hour worked for hourly rated employees, and up to 110 hours worked each month for salaried employees.)

EDUCATION AND RELATED SERVICES

Etobicoke City Board of Education - Local 808, Canadian Union of Public Employees (CLC) (caretakers, maintenance and other employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 448 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Caretaker	\$9.92*-\$10.52 (\$9.42-\$10.02)
	Maintenance "B"	\$10.75-\$11.72 (\$10.24-\$11.16)
	Plumber	\$16.76 (\$15.96)
	Probationary period is 3 months. Maximum rates are reached after 12 months for Caretaker and Maintenance "B".	

* Includes fold-in of a discretionary payment made during the previous agreement as a lump sum to make up the difference between \$1,000 and a 5% increase in wages as provided under the Inflation Restraint Act, 1982.

Shift Premium:	0-41¢-41¢ (0-39¢-39¢).
Paid Vacation:	4 weeks after 9 (10) years' service.

Health and Welfare:	<u>Dental Plan</u> - Effective May 1, 1984, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.
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Scarborough City Board of Education - Local 149, Canadian Union of Public Employees (CLC) (operations and maintenance employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 746 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Matron	\$8.45-\$9.10 (\$8.05-\$8.67)
	Caretaker	\$9.86-\$10.52 (\$9.39-\$10.02)
	Plumber	\$17.09 (\$16.28)

Probationary period is 90 days for Plumber and 6 months for Matron and Caretaker. Maximum rates are reached after 1 year for Matron and Caretaker.

Paid Vacation: 4 weeks after 9 (10) years' service.

Health and Welfare: Dental Plan - Effective May 1, 1984, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

Simcoe County Board of Education - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Classification Adjustment	Courier reclassified to Group 4 (5)
	Cleaner	\$6.95-\$7.58 (\$6.62-\$7.22)
	Custodian	\$8.49-\$9.16 (\$8.09-\$8.72)
	Electrician	\$10.37-\$11.05 (\$9.88-\$10.52)

Probationary period is 3 months. Maximum rates are reached after 24 months for Cleaner and Custodian, and after 12 months for Electrician.

Bus Driver Premium: \$2.40 (\$2.20) per day for regular noon hour kindergarten run.

Health and Welfare: Life Insurance - \$25,000 (\$18,000) coverage.

Dental Plan (new) - Employer will contribute 50% of premium costs conditional on 75% of eligible employees applying for it.

Weekend and Holiday School Check Allowance: Increase by 5%.

Toronto City Board of Education - Local 1325, Canadian Union of Public Employees (CLC) (office and clerical employees, and librarians): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 409 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Clerk Grade 1	\$12,992-\$14,338 (\$12,373-\$13,655)
	Systems Analyst Senior	\$35,124-\$47,460 (\$33,451-\$45,200)
	Probationary period is 6 months. Maximum rates are reached after 3 years for Clerk Grade 1, and after 7 years for Systems Analyst Senior.	
Paid Vacation:	4 weeks after 9 (10) years' service.	
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.	

Toronto City Board of Education - Local 134, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 696 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Caretaker-Matron	\$8.43-\$9.29 (\$8.03-\$8.85)
	Caretaker-Cleaner	\$9.89-\$10.52 (\$9.42-\$10.02)
	Caretaker-Head Cleaner	\$11.10 (\$10.57)
	Probationary period is 6 months. Maximum rates reached after 6 months for Caretaker-Matron and Caretaker-Cleaner.	
Paid Vacation:	4 weeks after 9 (10) years' service.	
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.	

Toronto City Board of Education - Local 63, Canadian Union of Public Employees (CLC) (chief caretakers, chief engineers and stationary engineers): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 243 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	4th Class Engineer	\$11.15 (\$10.62)
	2nd Class Chief Engineer	\$13.20 (\$12.57)
	Chief Caretaker Code 'F', holding a 3rd Class, Engineer's Certificate or higher	\$14.70 (\$14.00)

Paid Vacation: 4 weeks after 9 (10) years' service.

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1979) Ontario Dental Association fee schedule.

Toronto City Board of Education - Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 243 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Plasterer, Labourer	\$13.36 (\$12.72)
	Sheet Metal Worker	\$16.37 (\$15.59)

Paid Vacation: 4 weeks after 9 (10) years' service.

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

Windsor City Board of Education - Local 27, Canadian Union of Public Employees (CLC)
(caretakers, maintenance employees and bus drivers): A 28-month renewal agreement effective from January 1, 1984 to April 30, 1986, covering 228 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	25¢	33¢
	Additional Adjustment	Cleaner category is eliminated and reclassified as caretaker	

	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
Caretaker	\$11.49-\$11.85 (\$11.24-\$11.60)	\$11.82-\$12.18
Maintenance	\$12.70 (\$12.45)	\$13.03
Preventive Maintenance	\$13.12 (\$12.87)	\$13.45

Probationary period is 4 months. (Previously, 60 calendar days.) Maximum rate is reached after 60 calendar days for Caretaker.

Cost of Living Allowance:

1¢ per 0.3 point rise in the Consumer Price Index - 1971=100, using December, 1985 as the base index month. One adjustment in April, 1986. (Previously, suspended in 1983.)

Health and Welfare:

Vision Care - \$80 (\$50) every 2 years.

York City Board of Education - Local 994, Canadian Union of Public Employees (CLC)
(operations, maintenance, stockroom and surveillance employees):
A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 233 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:

Effective	<u>Jan. 1/84</u>
General Increase	5%
Matron	\$8.56*-\$9.18* (\$8.05-\$8.67)
Cleaner	\$9.96*-\$10.52 (\$9.46-\$10.02)
Plumber/Steamfitter	\$16.76 (\$15.96)

Maximum rates for Matron and Cleaner are reached upon completion of a 6-month probationary period.

* Includes fold-in of a discretionary payment made during the previous agreement as a lump sum to make up the difference between \$1,000 and a 5% increase in wages as provided under the Inflation Restraint Act, 1982.

Paid Vacation:

4 weeks after 9 (10) years' service.

Health and Welfare:

Dental Plan - Effective May 1, 1984, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

HEALTH AND WELFARE SERVICES

Riverdale Hospital at Toronto and twenty-six other Ontario hospitals - Local 100, 101, and 111, Canadian Operating Engineers (CCU): Twenty-seven 12-month renewal agreements effective from January 1, 1984 to December 31, 1984, covering 200 employees, settled by arbitration. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	4th Class Engineer	\$10.65 (\$10.14)
	3rd Class Engineer	\$11.54 (\$10.99)
	2nd Class Engineer	\$12.94 (\$12.32)

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories) at Chalk River and Deep River - Atomic Energy Allied Council: A 12-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from April 1, 1984 to March 31, 1985, covering 507 employees.

Wages:	Effective	<u>Apr. 1/84</u>
	General Increase (PSCRA)	5%
	Group 2 (includes Tool Crib Operator Class 2)	\$10.27 (\$9.78)
	Group 5 (includes Stationary Engineer Class 4)	\$11.69 (\$11.13)
	Group 10 (Control Mechanic)	\$14.86 (\$14.15)

Canadian Press and Broadcast News Limited at Toronto and Ottawa - Local 213, Newspaper Guild (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 348 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	6%	5%

<u>Weekly Rates</u> <u>Editorial</u>	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
Group 10 (Messenger)	\$256.70 (\$242.17)	\$269.54
Group 3 (includes Reporter Editor)	\$419.84-\$663.34 (\$396.08-\$625.79)	\$440.83-\$696.51
Group 1 (Assistant Chief of Bureau)	\$761.99 (\$718.86)	\$800.09
<u>Business Offices</u>		
Senior Accountant	\$640.91 (\$604.63)	\$672.96

Probationary period is 3 months of continuous employment.
Maximum rate is reached after 5 years for Reporter Editor.

Paid Vacation: 4 weeks after 6 (7) years' service, 5 weeks after 15 (16) years.

Health and Welfare: Dental Plan (new) - Effective January 1, 1985, employer pays 50% of premium costs for Blue Cross Plan Number 9 or equivalent. Coverage is based on the 1984 Ontario Dental Association fee schedule.

Acting Pay: An employee temporarily assigned to work in a higher classification for a minimum of 1 (3) weeks, receives the next higher rate of pay, with a minimum weekly differential of \$20 (new).

Maternity Leave: 9 (6) months' leave, including time provided by the Canada Labour Code with 6 weeks (unchanged) at basic rate of pay.

Pregnant employees who normally operate VDTs are given the option of reassignment if other work is available that the employee is able to perform after a week's training, with an employee not reassigned given the option of taking additional unpaid leave (new).

Mileage Allowance: 33¢ (27¢) per mile or 20.5¢ (16.88¢) per kilometer with a minimum of \$5 per day for an employee authorized to use his automobile while on assignment.

Severance Pay: 1 week's pay for each 6 months' service with a minimum of 3 (2) weeks' pay.

Meal Allowance: \$7.50 (\$5) after 3 hours' overtime.

PERSONAL SERVICES

Holiday Inn of Toronto - Downtown, of the Commonwealth Holiday Inns of Canada Limited
- Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1984 to December 31, 1986, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Apr. 30/84</u>	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	Increases	21¢-50¢	22¢-43¢	23¢-46¢
	Waiter/ Waitress	\$4.41 (\$4.20)	\$4.63	\$4.86
	Maid	\$6.00 (\$5.50)	\$6.30	\$6.75
	1st Cook	\$7.86 (\$7.49)	\$8.25	\$8.66

Settlement Pay: 5% of regular rates times hours worked for employees actively employed between January 1, 1984 and date of ratification, April 30, 1984.

C.O.D. Bars/
Gratuity (new): Effective Jan. 1/86, Beer - 10¢ per ticket. Liquor - 15¢ per ticket.

Health and
Welfare: Dental Plan - Effective June 1, 1984, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1985 O.D.A. fee schedule.

Toronto Hotel Employers Association (a non-incorporated voluntary employers association) representing Delta Chelsea Inn, Hampton Court Hotel, Hotel Plaza II, Inn on the Park, Loews Toronto Hotel Limited, Prince Hotel, Ramada Inn-Don Valley, Ramada Inn-Downtown, Sheraton Centre and Westin Hotel - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1984 to January 31, 1987, covering 3,500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 24/84*</u>	<u>Feb. 1/85</u>	<u>Feb. 1/86</u>
	Increases	21¢-50¢	22¢-43¢	23¢-46¢
	Waiter/Waitress	\$4.41 (\$4.20)	\$4.63	\$4.86
	Maid	\$6.00 (\$5.50)	\$6.30	\$6.75
	Maintenance Electrician	\$7.47 (\$7.11)	\$7.84	\$8.23
	Station Chef	\$8.67 (\$8.26)	\$9.10	\$9.56

* Provision for pay retroactive to February 1, 1984 to be submitted to Arbitration.

Health and
Welfare: Health and Welfare Plan - (Includes Life Insurance, A.D. & D., Weekly Indemnity and Supplementary Health Care) - Effective April 24, 1984, employer pays 28¢ (23¢) per hour worked for all

full-time regular employees who have completed qualifying period of 50 days worked. Effective February 1, 1985, 31¢. Full-time employee, for the purpose of this clause, is defined as an employee working 20 or more hours per week.

Pension Plan (new): Effective February 1, 1986, employer and employee each contributes 5¢ per hour worked.

LOCAL ADMINISTRATION

London City Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 330 uniformed employees and a 12-month renewal agreement effective from January 16, 1984 to January 15, 1985, covering 150 civilian employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/84	Jan. 16/84	July 1/84
	Increases	4.5% for uniformed employees, except Cadet who receives \$500 and Constable 4th Class "A" who receives \$120	5% for civilian employees	2% for uniformed employees, except Cadet and Constable 4th Class "A" who receive no increase
	<u>Uniformed Employees</u>			
	<u>Annual Rates</u>			
	Cadet 0-2 years	\$13,827-\$16,185 (\$13,327-\$15,685)		\$13,827-\$16,185
	Constable 1st Class	\$32,698 (\$31,290)		\$33,352
	Superintendent 1st Class	\$49,612 (\$47,476)		\$50,604

Shift Premium: 0-10¢-30¢ (0-10¢-20¢).

Overtime Pay: For civilian employees, time and one-half for the first 5 hours, double time after 5 hours. For uniformed employees, double time (time and one-half) for work performed on a statutory holiday.

Paid Vacation: For employees with 31 or more years' service in 1984, 1 additional week, not pro-rated, is added (new).

Health and Welfare: Life Insurance - \$10,000 coverage for future retirees to age 65 (new).

OHIP - Surviving spouse is included to age 65 (new).

Major Medical - \$80 (\$40) for vision care.

Dental Plan - \$750 annual maximum benefit, \$1,500 lifetime for orthodontic coverage (new).

Clothing Allowance: \$735 (\$700) per year for plainclothes officers. \$500 (new) for all senior officers.

Cleaning Allowance: \$15 (\$12) per month.

Mileage Allowance (new): 21¢ per km for the first 400 km, 18¢ after 400 km, 13¢ after 800 km.

Canine Section Allowance: \$40 (\$35) per month.

Travel Allowance: \$5 (\$4) for breakfast, \$6 (\$5) for lunch and \$11 (\$9.50) for dinner, for members required to travel to another municipality.

Niagara Regional Municipality - Local 1287, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages: Effective Jan. 1/84

General Increase 53¢ to Roads, Water Treatment and Pollution Control Units; \$965 per year to Office and Clerical Unit

Roads, Water Treatment and Pollution Control Units

Job Level 1 (includes Labourer)	\$9.27-\$9.70 (\$8.74-\$9.17)
Job Level 13 (includes Area Maintenance Man - Certified)	\$12.09-\$12.73 (\$11.56-\$12.20)

Office and Clerical Unit

Annual Rates

Job Level 1 (includes Clerk-Typist I)	\$15,319-\$16,010 (\$14,354-\$15,045)
Job Level 10 (includes Systems Analyst/ Programmer)	\$25,532-\$26,917 (\$24,567-\$25,952)

Probationary period is 45 regular shifts worked. Maximum rates are reached after 60 working days for Labourer, Area Maintenance Man - Certified, and Clerk-Typist I, and after 12 months for Systems Analyst/Programmer.

Health and
Welfare:

Dental Plan - Effective July 1, 1984, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Safety Shoe
Allowance:

\$50 (\$47.50).

North York City Corporation - Local 94, Canadian Union of Public Employees (CLC)

(outside, clerical and technical, and dental employees): Three 12-month renewal agreements effective from January 1, 1984 to December 31, 1984, covering 1,280 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:

Effective Jan. 1/84

General Increase 5%

Outside Employees

Wage Group 2 \$10.72
(Labourer-Regular) (\$10.21)

Wage Group 9 (includes \$11.64
Truck Driver-Garbage) (\$11.09)

Wage Group 17 \$13.77
(Automotive Mechanic) (\$13.11)

Clerical/Technical Employees

Weekly Rates

Wage Group 3 (includes \$335.10-\$376.42
Clerk Typist) (\$319.14-\$358.49)

Wage Group 10 (includes \$471.33-\$547.10
Senior Draftsman) (\$448.89-\$521.05)

Wage Group 16 (includes \$601.14-\$682.30
Civil Technologist Grade 4) (\$572.51-\$649.81)

Probationary period is 3 months. Maximum rates are reached after 3 annual increases for Clerk Typist, Senior Draftsman and Civil Technologist Grade 4.

Shift Premium:

0-35¢-35¢ (0-33¢-33¢). Weekend premium, 35¢ (33¢). Shifts ending on Saturday/Sunday, 62¢ (60¢).

Health and
Welfare:

Dental Plan - Effective July 1, 1984, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Pension Plan: Early Retirement (new) - Employee can now elect early retirement if age plus service total 90.

Continuation of Benefits - Effective April 27, 1984, employer pays 25% of premium costs for OHIP, EHC, semi-private hospital care and \$10,000 insurance coverage for employees who retire or enter LTD.

Mileage Allowance: 23¢ (21¢) per km. Designated employees receive \$25 (\$22.50) minimum per month.

Clothing Allowance: Parkas will be issued to garage staff as required. (Previously, every 5 years.)

Oshawa City Corporation, Public Works Department (Maintenance and Traffic Engineering Divisions) and Community Services Department (Parks and Property, and Civic Auditorium and Arenas Divisions) - Local 250, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from April 1, 1984 to March 31, 1985, covering 215 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Wages: Effective Apr. 1/84

General Increase 5%

Labourer, Caretaker \$11.14-\$11.45
(\$10.61-\$10.90)

Grade 2 Mechanic \$14.42
(\$13.73)

Probationary period is 6 months. Maximum rate is reached after 1,040 normal hours of work for Labourer, Caretaker.

Health and Welfare: Life Insurance and A, D. & D. - \$55,000 (\$50,000) maximum coverage.

Long Term Disability - Benefit increases to a maximum of \$1,300 (\$1,000) per month.

Dental Plan - Effective June 1, 1984, employer pays (90%) of premium costs. Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Scarborough City Corporation - Local 368, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 583 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Effective Jan. 1/84

General Increase 5%

Group 404 \$10.89
(includes Labourer) (\$10.37)

Jan. 1/84

Group 423 (includes Arena Operator)	\$12.09 (\$11.51)
Group 441 (includes Licensed Mechanic)	\$13.77 (\$13.11)

Shift Premium: 0-40¢-40¢ (0-37¢-37¢).

Weekend Premium: 77¢ (74¢).

Health and Welfare: Long Term Disability - Benefit increases to a maximum of \$1,800 (\$1,750) per month.

Tool Allowance: \$150 (\$125) per year.

Windsor City Corporation - Windsor Professional Fire Fighters Association (Ind.): A
12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 273 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/84

General Increase 5%

Annual Rates

Fire Fighter 3rd Class	\$26,284.98 (\$25,033.32)
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Fire Fighter 1st Class	\$32,856.10 (\$31,291.52)
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Assistant Chief Training Officer	\$44,617.76-\$45,998.86 (\$42,493.10-\$43,808.44)
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Assistant Deputy Chief	\$39,695.02-\$47,407.00 (\$37,804.78-\$45,149.52)
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Probationary period for Assistant Chief Training Officer and Assistant Deputy Chief is 6 months. Maximum rates are reached after 1 year for Assistant Chief Training Officer, and after 5 years for Assistant Deputy Chief.

CONSTRUCTION

The Metropolitan Toronto Road Builders' Association - Local 183, Labourers (AFL-CIO) and Local 230, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1984, to April 30, 1986, covering 900 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/84</u>	<u>Apr. 1/85</u>
	<u>Labourers</u>		
	Increases	16¢	88¢
	Labourer	\$16.13 (\$15.97)	\$17.01
	Pipe Layer	\$16.63 (\$16.47)	\$17.51
	<u>Teamsters</u>		
	Increases	25¢	81¢
	Truck Driver	\$16.32 (\$16.07)	\$17.13
	Float Driver	\$16.65 (\$16.40)	\$17.46

NOTE: Package rates shown above include wages, vacation pay, and employer contributions to welfare and pension funds.

Welfare Fund: Labourers - Employer contributes 90¢ (80¢) per hour worked. Effective April 1, 1985, \$1.

Teamsters - Employer contributes 95¢ (90¢) per hour worked. Effective April 1, 1985, \$1.

Pension Fund: Labourers - Effective April 1, 1985, employer contributes 50¢ (40¢) per hour worked.

Teamsters - Effective April 1, 1984, employer contributes 20¢ (new) per hour worked. Effective April 1, 1985, 30¢.

Metropolitan Toronto Road Builders' Association - Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1984, to April 30, 1986, covering 800 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	Increases	46¢-48¢	69¢
	Grade Rollerman	\$17.36 (\$16.90)	\$18.05
	Backhoe Operator	\$18.96 (\$18.48)	\$19.65

NOTE: Package rates shown above include wages, vacation pay, and employer contributions to welfare and pension funds.

Vacation Pay: 10% (9%) of wages.

Welfare Fund: Employer contributes, 52¢ (40¢) per hour worked. Effective May 1, 1985, 55¢.

The Heavy Construction Association of Toronto (Heavy Construction, TTC Subway Tunnel and Field Precast Manufacturing Operations) - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1984, to April 30, 1986, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Package:	Effective	May 1/84	May 1/85
	Increases	16¢	87¢
	General Labourer - Field Precast Manufacturing	\$16.53 (\$16.37)	\$17.40
	Welder, Certified - Tunnel work	\$19.84 (\$19.68)	\$20.71

NOTE: Package rates shown above include wages, vacation pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 90¢ (80¢) per hour worked. Effective May 1, 1985, \$1.

Compressed Air Premium:	Effective	May 1/84
	1-14 lbs. pressure	\$13 (\$12)
	15-20 lbs. pressure	\$17 (\$16)
	21 lbs. pressure	\$21 (\$20)
	For each additional pound over 21 pounds	\$2 (\$1)

Effective May 1, 1985, the premium rates will be equivalent to that negotiated by the Metropolitan Toronto Sewer and Watermain Contractors Association.

Architectural Glass and Metal Contractors Association, Ontario Painting Contractors Association, Ontario Acoustical Association and Interior Systems Contractors Association of Ontario - Ontario Council, Painters (AFL-CIO/CFL): Two 24-month renewal agreements effective from May 1, 1984 to April 30, 1986, covering 4,300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Package:	Effective	May 1/85	May 1/85
	Increase	0	\$1
	<u>A. Architectural Glass and Metal Contractors Association</u> <u>(institutional, commercial and industrial construction)</u>		

Journeyman Glazier

Local 1919, Sault Ste. Marie	\$15.17 (\$15.17)	\$16.17
Local 1684, Windsor	\$18.18 (\$18.18)	\$19.18
Local 1819, Toronto	\$20.29 (\$20.29)	\$21.29

B. Ontario Painting Contractors Association (institutional, commercial and industrial construction)

Journeyman Painter, Brush

Local 200, Ottawa	\$17.15 (\$17.15)	\$18.15
Local 205, Hamilton	\$18.95 (\$18.95)	\$19.95
District 46, Toronto	\$19.23 (\$19.23)	\$20.23
Local 1590, Sarnia	\$19.80 (\$19.80)	\$20.80

C. Ontario Acoustical Association and Interior Systems Contractors Association of Ontario (drywall tapers, plasterers, fireproofing applicators, acoustical sprayers and asbestos removers) (institutional, commercial and industrial, and residential construction)

Journeyman Plasterer - local 1891

Kitchener	\$18.69 (\$18.69)	\$19.69
Toronto	\$20.51 (\$20.51)	\$21.51

Drywall Tapers - Residential Piecework

Apartments - Effective May 1, 1984, \$100 per 1,000 square feet.
(Previously, paid by the hour.)

Houses and Town-Houses - \$95 per 1,000 square feet (unchanged).

D. Thunder Bay Flooring Association

Floor Coverers - Local 1671

Installers - Class B	\$13.89 (\$13.89)	\$14.89
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Installers -	\$15.05	\$16.05
Class A	(\$15.05)	

NOTE: Package rates shown above include wages, vacation pay, and employer contributions to welfare and pension funds.

ADDENDUM

February 1984 Settlement

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Department, Thoroughbred Race Operations), province-wide
- Local 528, Service Employees International (AFL-CIO/CLC): A
12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 300 employees, settled at the bargaining stage and ratified in February, 1984. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb 15/84</u>
	Increase	\$3.10 per day for Seniority empls.; \$1 for Non-Seniority empls.

Toronto - Daily Rates

Messenger Bettor	\$56.02 (\$52.92)
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Terminal Operator	\$75.60 (\$72.50)
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Premium Pay: \$4 for Seniority and \$3 for Non-Seniority employee when eleven races, on which pari-mutuel wagering is conducted, are run in one calendar day (new).

Health and Welfare (Seniority Employees): Life Insurance - Effective February 15, 1984, \$15,000 (\$12,500) coverage.

OHIP - Employer pays 100% of premium costs in effect as of January 1, 1984 (1983).

Dental Plan - Effective February 15, 1984, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Pension Plan: Effective March 19, 1984 employee and employer each contribute 4% (3%) of gross wages.

March 1984 Settlements

ELECTRIC POWER, GAS AND WATER UTILITIES

Toronto Electric Commissioners and Toronto Hydro-Electric System - Local 1, Canadian Union of Public Employees (CLC) (hourly-rated, clerical and technical employees): Two 12-month renewal agreements effective from February 1, 1984 to January 31, 1985, covering 950 employees, settled at the bargaining stage and ratified in March, 1984. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/84</u>
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General Increase	4.6%
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Labourer	\$12.18-\$12.48 (\$11.64-\$11.93)
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Journeyman A	\$16.40 (\$15.68)
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Weekly Rates

Clerk Grade 1	\$293.87-\$430.27 (\$280.95-\$411.35)
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Technical Assistant Grade 3	\$638.48-\$739.89 (\$610.40-\$707.35)
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Probationary period is 6 months. Maximum rates are reached on completion of probationary period for Labourer, and on merit for Clerk Grade 1 and Technical Assistant Grade 3.

Shift Premium:	Effective March 23, 1984, 0-40¢-45¢ (0-30¢-35¢).
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Bereavement Leave:	Effective March 23, 1984, children are added to the provision for up to 5 (3) days' paid leave.
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Pension Plan:	<u>OMERS Formula 90 Supplementary Plan (new)</u> - Employees hired after January 1, 1983 may retire at age 55 with unreduced benefits if age plus service total 90, or with permanent or partial disability.
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Meal Allowance:	Effective March 23, 1984, \$6.75 (\$6.50).
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Mileage Allowance:	Effective February 1, 1984, 24¢ (22¢) per kilometer.
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Safety Boot Allowance:	Effective March 23, 1984, \$65 (\$60) or \$75 (\$70) per contract year, depending on job classification.
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Tool Allowance: Effective March 23, 1984, \$70 (\$65) per year for designated employees.

EDUCATION AND RELATED SERVICES

Waterloo County Board of Education - Custodial and Maintenance Association (Ind.):
A 12-month agreement effective from September 1, 1983, to August 31, 1984, covering 415 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and ratified in March, 1984.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	4.6%, with a minimum of \$750 per year*
	Custodian II	\$13,141-\$15,389 (\$12,392-\$14,639)
	Certified Tradesman	\$20,055-\$23,879 (\$19,170-\$22,826)

* .4% is diverted from the 5% maximum allowable increase to fund improved benefits.

Probationary period is 65 working days. (Previously, 6 calendar months.) Maximum rates are reached on merit.

Responsibility Allowances: Elementary School Head Custodians - A - \$967 (\$925); B - \$795 (\$760); C - \$612 (\$585); D - \$439 (\$420); E - \$355 (\$340).

Secondary School Head Custodian - \$1,193 (\$1,140).

Secondary School Assistant Head Custodian - \$711 (\$680).

Lead Hand Premium: \$643 (\$615) per year.

Chief Operating Engineer Premium: \$210 (\$200) per year.

Stationary Engineer and Shift Engineer Premium: \$105, \$219 and \$315 (\$100, \$200 and \$300) for 4th, 3rd and 2nd class certificates respectively.

Travel Allowance: 21.6¢ per kilometer (27¢ per mile) for custodians travelling between schools and for tradesmen on maintenance trips; an additional 1.2¢ per kilometer (2¢ per mile) for maintenance personnel using their own cars.

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Department, Standardbred Race Operations), province-wide - Local 528, Service Employees International (AFL-CIO/CLC): A
12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 250 employees, settled at the bargaining stage and ratified in March, 1984. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 12/84</u>	<u>Jul. 1/84</u>
	Increases	\$3.20 per day for Seniority empls.; \$1 for Non-Seniority empls.	10¢ for Seniority empls.

Daily Rates

Messenger Bettor	\$57.75 (\$54.55)	\$57.85
Terminal Operator	\$75.15 (\$71.95)	\$75.25

Lump Sum Payment: \$3.20 for Seniority and \$1 for Non-Seniority employee times each full day worked from January 1, 1984 to March 11, 1984 in lieu of retroactivity. This payment is to be considered part of the employee's gross wages for purposes of calculating pension contributions.

Premium Pay: \$4 for Seniority and \$3 for Non-Seniority employees when eleven races, on which pari-mutuel wagering is conducted, are run in one calendar day (new).

Health and Welfare (Seniority Employees): Life Insurance - Effective March 12, 1984, \$15,000 (\$12,500) coverage.

OHIP - Employer pays 100% of premium costs in effect as of January 1, 1984 (1983).

Dental Plan - Effective March 12, 1984, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Pension Plan: Effective January 1, 1984, employee and employer each contribute 4% (3%) of gross wages.

CONSTRUCTION

National Capital Road Builders Association at Ottawa - Local 793, International Operating Engineers (AFL-CIO/CFL), Local 527, Labourers (AFL-CIO) and Local 91, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 800 employees, settled at the post conciliation bargaining stage, and ratified in March, 1984. Duration of negotiations - 2 months.

Package:	Effective	May 1/84	May 1/85
	Increases	72¢-75¢	68¢-69¢

International Operating Engineers

Oiler - Sewer and Watermain Construction	\$13.40 (\$12.68)	\$14.09
Crane Operator - Sewer and Watermain Construction	\$15.83 (\$15.11)	\$16.52

Labourers

Labourer - Roadbuilding	\$13.91 (\$13.16)	\$14.59
Miner - Tunnel Work	\$14.72 (\$13.97)	\$15.40

Teamsters

Single Axle Truck Driver - Sewer and Watermain and Tunnel Construction	\$13.21 (\$12.46)	\$13.90
Truck Driver, Float (low bed) over 25 tons - Sewer and Watermain and Tunnel Construction	\$14.02 (\$13.27)	\$14.71

NOTE: Package rates shown above include wages, vacation pay, and employer contributions to welfare and pension funds.

Welfare and Pension Fund: Operating Engineers - Employer contributes 92¢ (70¢) per hour worked. Effective May 1, 1985, 95¢.

Labourers - Employer contributes 74¢ (70¢) per hour worked. Effective May 1, 1985, 78¢.

The Utility Contractors Association of Ontario - Ontario Provincial District Council, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 600 employees, settled at the bargaining stage, and ratified in March, 1984. Duration of negotiations - 3 months.

Package:	Effective	May 1/84	May 1/85
	Increase	0	\$1*

	<u>May 1/84</u>	<u>May 1/85</u>
<u>Labourers, unskilled</u>		
Region 5-Ottawa	\$13.34 (\$13.34)	\$14.34
Region 2-London	\$14.85 (\$14.85)	\$15.85
Region 6-Toronto	\$16.38 (\$16.38)	\$17.38

NOTE: Package rates shown above include wages, vacation pay, and employer contributions to welfare and pension funds.

* A maximum of 25¢ may be diverted to fund Health and Welfare Plans in the first year if increased contributions are necessary to maintain existing level of benefits. A small increase in hourly rates may also be authorized if the entire amount is channelled into increased working dues deductions.

Board Allowance: Effective May 1, 1985, \$40 (\$35) per day.

Mileage Allowance: Effective May 1, 1985, 25¢ (22¢) per kilometer.

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Abitibi-Price Inc., Sault Ste. Marie	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC) (office, production and maintenance empls.)	300	C0
American Standard (Div. of Wabco Standard Ltd.) (Lansdowne Plant), Toronto	Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	323	B
Atikokan Forest Products and McKenzie Forest Products, Hudson and Sapawe, Ont.	Carpenters (AFL-CIO)	225	MED
Bell Canada, province-wide**	Cdn. Telephone Employees' Assn. (Ind.) (communications sales empls.)	667	B
Bestview Holdings Ltd., inter-city	Christian Labour Assn. (Ind.)	350	B
Brown Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO/CFL)	270	C0
Burns Meat Ltd., Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	450	C0
Canada Packers Poultry (Div. of Canada Packers Ltd.), Walkerton	Food and Commercial Workers (AFL-CIO/ CLC)	320	B
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CFL)	450	MED
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO)	225	B
Carleton Roman Catholic Separate School Board	Employees Assn. (Ind.)	290	B
Certified Automotive Products (Canada) Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	681	W/S
Consumers Gas, inter-city	Energy and Chemical Workers (CLC)	657	B
Council of Printing Industries of Canada, Toronto	Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	600	C0
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	800	C0
Crane Canada Ltd. (Brantford Plant)	United Steelworkers (AFL-CIO/CLC)	328	B
Dare Foods Ltd. (Biscuit Div.), Kitchener	Bakery and Tobacco Workers (AFL-CIO/ CLC)	290	B
Dempster's Bread (Div. of Corporate Foods Ltd.), Toronto	Teamsters (Ind.)	210	C0

* See page 154 for definition of codes

** Federal jurisdiction

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Dome Mines Ltd., South Porcupine	United Steelworkers (AFL-CIO/CLC)	650	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (warehouse empls., truck drivers and helpers)	759	B
Domtar Inc. (Fine Papers Div.), Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,600	B
Drug Trading Co. Ltd. and Druggist Corp. Ltd., Toronto	Energy and Chemical Workers (CLC)	373	B
Dubreuil Brothers Ltd., Dubreuilville	Employees Assn. (Ind.)	275	B
Durham Board of Education	CUPE (CLC)	330	B
Durham Regional Board of Commissioners of Police	Police Assn. (Ind.)	443	B
Durham Regional Municipality (Homes for the Aged), Whitby	CUPE (CLC)	498	B
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	225	CO
East York Borough Corp.	CUPE (CLC)	217	B
Eastern Ontario Children's Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	RL
Eldorado Resources Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	385	B
Electrical Power Systems Construction Assn., province-wide	Multi-Union	2,900	CO
Electrical Power Systems Construction Assn., province-wide	Plumbers (AFL-CIO/CFL)	825	CO
Electrical Power Systems Construction Assn., (Generation Projects Construction), province- wide	Electrical Workers (IBEW) (AFL-CIO/ CFL)	1,100	B
Electrical Power Systems Construction Assn., (Transmis- sion Systems Construction), province-wide	Electrical Workers (IBEW) (AFL-CIO/ CFL)	400	B

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Electrical Trade Bargaining Agency for the Ontario Electrical Contractors Assn., Toronto	Electrical Workers (IBEW) (AFL-CIO/CFL)	9,000	B
Electrohome Ltd., Cambridge	Auto Workers (CLC)	334	CO
Stobicoke City Corp.	CUPE (CLC)	716	B
Stobicoke City Corp.	Fire Fighters (AFL-CIO/CLC)	404	B
Extendicare Ltd. and other companies representing a total of 30 nursing homes in Ontario	Service Employees Intl. (AFL-CIO/CLC)	2,530	B
Falconbridge Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.) (production and maintenance empls.)	1,831	CO
Fiberglas Canada Ltd. (Textile & Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	382	B
Fisher Controls Co. of Canada Ltd., Woodstock	Auto Workers (CLC)	235	CO
Ford Glass Ltd., Toronto	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	280	CO
Four Seasons Hotel, Toronto	Textile Processors (Ind.)	400	CO
Frontenac County Board of Education	CUPE (CLC)	540	B
Great Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	249	CO
GTR Industrial Products Co. (Canada) (Div. of General Tire and Rubber Co. of Canada Ltd.), Welland	Rubber Workers (AFL-CIO/CLC)	450	CO
Hamilton City Corp.	CUPE (CLC)	501	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	433	B
Hamilton Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CFL)	300	B
Harbour Castle Hilton Hotel, Toronto	Textile Processors (Ind.)	800	B
Hastings County Board of Education	CUPE (CLC)	200	B
H.J. Heinz Co., Leamington	Food and Commercial Workers (AFL-CIO/CLC)	1,205	CO

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	366	MED/
Imperial Clevite Canada Inc., St. Thomas	Machinists (AFL-CIO/CLC)	530	B
Interior Systems Contractors Assn. of Ontario	Carpenters (AFL-CIO/CLC)	600	CO
James River-Marathon, Ltd. (formerly, American Can of Canada), Marathon	United Paperworkers (AFL-CIO/CLC)	400	B
Kendall Canada, Toronto	United Steelworkers (AFL-CIO/CLC)	500	CO
Kimberly-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	735	B
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)	480	CO
Kitchener City Corp.	CUPE (CLC)	225	B
Lakehead Board of Education	CUPE (CLC)	240	CO
Lakehead University, Thunder Bay	University Professors (Ind.)	260	B
Lincoln County Board of Education	CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	352	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	200	B
Liquor Control Board and Liquor Licence Board of Ontario	Ont. Liquor Board Empls. (NUPGE) (CLC)	3,000	B
London City Board of Education	CUPE (CLC)	323	B
London City Corp.	CUPE (CLC) (inside empls.)	325	B
London City Corp.	CUPE (CLC) (outside empls.)	490	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	325	B
London Transportation Commission	Transit Union (AFL-CIO/CLC)	380	B
Metropolitan Toronto Catholic Children's Aid Society	CUPE (CLC)	200	CO

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto Children's Aid Society	CUPE (CLC)	600	C0
Metropolitan Toronto Library Board	CUPE (CLC)	249	B
Metropolitan Toronto Separate School Board	CUPE (CLC)	525	B
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	ARB
Metropolitan Toronto Plumbing and Heating Contractors Assn. (Div. of the Mechanical Contractors Assn. of Ontario)	Plumbers (AFL-CIO/CFL)	600	B
Mechanical Contractors Assn. of Ontario	Plumbers (AFL-CIO/CFL)	10,000	C0
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	348	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	226	B
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn., province-wide	Elevator Constructors (AFL-CIO/CFL)	1,000	B
Nestle Enterprises Ltd., Chesterville	Retail, Wholesale Employees (AFL-CIO/CLC)	240	C0
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	574	B
John Nobel Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	274	B
North Bay City Corp.	CUPE (CLC) (inside and outside empls.)	250	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	700	B
North York City Board of Education	CUPE (CLC) (office, clerical and technical empls. and teacher aides)	700	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	630	B
North York City Hydro-Electric Commission	CUPE (CLC) (service, maintenance and technical empls.)	320	B
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	5,685	B
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,728	B

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Government	OPSEU (NUPGE) (CLC) (correctional services category)	3,133	B
Ontario Government	OPSEU (NUPGE) (general operational services category)	4,138	B
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	5,796	B
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,123	B
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	6,139	B
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional services category)	4,313	B
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,288	B
Ontario Government	OPSEU (NUPGE) (CLC)***	50,343	B
Ontario Government	Ont. Provincial Police Assn. (Ind.)	4,045	B
Ontario Housing Corp. and Metro Toronto Housing Authority	CUPE (CLC)	670	B
Ontario Housing Corp. and other Housing Authorities (except Metro Toronto)	CUPE (CLC)	1,200	B
Ontario Hydro, (Construction Field Forces, Generation Projects Div., and Transmission Systems Div.), province-wide	CUPE (CLC) (full-time and part-time office and clerical empls.)	280	B
Ontario Hydro, province-wide	CUPE (CLC) (operators, maintenance, clerical empls. and shippers)	15,177	B
Ontario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.)	325	CO
Ontario Millwright Contractors Assn.	Carpenters (AFL-CIO/CLC)	1,300	B
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL)	900	B
Oshawa City Corp.	CUPE (CLC) (inside empls.)	217	CO
Oshawa City Corp.	CUPE (CLC) (outside empls.)	215	B
Ottawa Board of Education	Independent Local Union	800	B

*** Working conditions and benefits agreement covering all Ontario Government units

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ottawa-Carleton Children's Aid Society	OPSEU (NUPGE) (CLC) (full-time and part-time empls.)	210	C0
Ottawa City Corp. and Ottawa-Carleton Regional Municipality	CUPE (CLC)	3,330	B
Patons and Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	356	B
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	740	B
Renfrew County Corp. (Bonnechere Manor), Pembroke	CUPE (CLC)	200	C0
Residential Sheet Metal Contractors Organization, Toronto	Sheet Metal Workers (AFL-CIO/CFL)	330	B
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	800	B
Ryerson Polytechnical Institute Board of Governors	Staff Assn. (Ind.)	487	PCB
St. Catharines City Corp.	CUPE (CLC) (outside empls.)	210	B
St. Thomas Elgin General Hospital	Service Employees Intl. (AFL-CIO/CLC)	470	ARB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL)	475	C0
Sault Ste. Marie City Corp. (Works Dept.)	CUPE (CLC) (service and maintenance empls.)	220	B
Scarborough City Corp.	CUPE (CLC) (office, clerical and technical employees)	436	B
Scarborough City Corp.	Fire Fighters (AFL-CIO/CLC)	461	B
Scarborough City Public Utilities Commission	Utility Workers (Ind.)	250	B
Skyline Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	250	B
Simmons Ltd., Brampton	Electrical Workers (UE) (CLC)	212	C0
Sunar (Div. of Hauserman Ltd.), Waterloo	United Steelworkers (AFL-CIO/CLC)	345	C0
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	224	B
Thunder Bay City Corp.	CUPE (CLC) (outside empls.)	359	MED

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Thunder Bay City Corp. (Homes for the Aged)	Service Employees Intl. (AFL-CIO/CLC)	400	B
Thunder Bay Construction Assn. (General Contractors Div.)	Carpenters (AFL-CIO/CLC)	400	B
Thunder Bay Construction Assn.	Carpenters (AFL-CIO/CLC)	600	B
Toronto Area Transit Operating Authority	Transit Union (AFL-CIO/CLC) (service and maintenance empls.)	330	B
Toronto City Board of Education	CUPE (CLC) (elementary school office and clerical empls.)	204	C0
Toronto City Corp.	CUPE (CLC) (inside and outside empls.)	3,888	C0
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,264	B
Toronto Commercial Film Producers Assn.	Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	415	B
Toronto Masonry Contractors Assn.	Bricklayers Ind. (bricklayers and assistants)	1,800	B
Trans Nation Inc. (King Edward Hotel), Toronto	Hotel Employees (AFL-CIO/CLC)	260	C0
Union Carbide Canada (Carbon Products), Welland	Electrical Workers (UE) (CLC)	385	C0
Uniroyal Chemical (Div. of Uniroyal Ltd.), Elmira	United Steelworkers (AFL-CIO/CLC)	210	B
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	550	B
University of Ottawa	University Professors (Ind.)	950	B
University of Western Ontario, London	CUPE (CLC)	200	B
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	278	B
University of Windsor	University Professors (Ind.)	515	B
Upper Lakes Shipping Ltd., Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC)	600	B
Victoria Hospital Corp., London	Office and Professional Employees (AFL-CIO/CLC)	406	C0

** Federal jurisdiction

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Victoria Hospital Corp., London and 39 other Ontario hospitals	OPSEU (NUPGE) (CLC) (laboratory technologists, x-ray technologists and paramedical empls.)	3,000	B
Pyageur Colonial Ltd., Ottawa**	Railway, Transport and General Workers (CLC)	466	B
ajax VEC Ltd., Markham	Auto Workers (CLC)	213	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	445	B
Westinghouse Canada Inc., Hamilton	Electrical Workers (UE) (CLC)	1,000	B
White Farm Equipment Canada Ltd., Brantford	Auto Workers (CLC)	700	B
Windsor City Corp.	CUPE (CLC) (inside empls.)	550	B
Windsor City Corp.	CUPE (CLC) (outside empls.)	350	B
Windsor City Police	Police Assn. (Ind.)	346	B
Windsor Western Hospital (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitallers of Hotel Dieu, Salvation Army Grace Hospital and Metropolitan General Hospital	Service Employees Intl. (AFL-CIO/CLC)	1,092	C0
York City Corp. (Works, Parks and Recreation Dept.)	CUPE (CLC)	260	B
York Region Board of Education	CUPE (CLC) (office, clerical and technical empls.)	334	B
York Region Board of Education	CUPE (CLC) (service and maintenance empls.)	350	B
York Regional Municipality and York Regional Land Div. Committee	CUPE (CLC)	305	B
York University, Toronto	University Professors (Ind.)	980	B
York University, Toronto	CUPE (CLC)	251	B

** Federal jurisdiction

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
<u>More Than One Province</u>			
Canada Packers Inc., Prince Edward Island, Quebec, Alberta, Manitoba, Saskatchewan, British Columbia and Ontario	Food and Commercial Workers (AFL-CIO/CLC)	1,700	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/CLC)	360	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC)	280	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC)	860	CO
CN/CP Telecommunications, system-wide**	Communications and Allied Workers (Ind.)	600	CO
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont., and Montreal, Que.	Graphic Communications Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	1,000	CO
E.B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC)	450	B

** Federal jurisdiction

Negotiations in Progress during April 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- RL - Restraint Legislation
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in May 1984

Employer and Location	Union	No. of Empls.
American Standard (Div. of Wabco-Standard Ltd.) (Lansdowne Plant), Toronto	Glass, Pottery and Plastic (AFL-CIO/CLC)	323
Atomic Energy of Canada Ltd., Radio Chemical Co./Commercial Products, Ottawa	Energy and Chemical Workers (CLC)	270
Burns Meats Ltd., Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	450
Canada Packers Inc., Toronto and Bramalea	Food and Commercial Workers (AFL-CIO/CLC)	1,700
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence*	Merchant Service Guild (CLC) (deck officers)	280
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence*	Marine Officers (AFL-CIO/CLC) (marine eng. officers)	360
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence*	Seafarers (AFL-CIO/CLC) (unlicensed crewmen)	860
Canadian Pacific Air Lines, province-wide*	Machinists (AFL-CIO/CLC)	506
Central Park Lodges of Canada, intercity	Service Employees Intl. (AFL-CIO/CLC)	289
CN Tower Restaurants, Toronto	Railway, Transport and General Workers (CLC)	262
CTV Television Network Performers, province-wide	Cdn. T.V. and Radio Artists (CLC) (T.V. Performers)	1,000
Dominion Stores, Sault Ste. Marie and Northern Ontario	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time empls.)	470
Dominion Stores, Sault Ste. Marie and Northern Ontario	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	345
Dominion Stores, Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	214
Electrohome Ltd., Cambridge	Auto Workers (CLC)	334
Fiberglas Canada (Textile and Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	382
GTR Industrial Products Co. (Canada) (Div. of General Tire and Rubber Co. Canada Ltd.), Welland	Rubber Workers (AFL-CIO/CLC)	450

* Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in May 1984

Employer and Location	Union	No. of Empls.
Halton Regional Municipality (Halton Centennial Manor), Milton	Cdn. Operating Engineers (CCU)	202
Four Castle Hilton Hotel, Toronto	Textile Processors (Ind.)	800
Walter Siddeley Canada (Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	450
General Clevite Canada Inc., St. Thomas	Machinists (AFL-CIO/CLC)	530
St. Lawrence River - Marathon, Ltd. (formerly, American Can of Canada Inc.), Marathon	United Paperworkers (AFL-CIO/CLC)	400
Ball Canada, Toronto	United Steelworkers (AFL-CIO/CLC)	500
Chenier City Corp. (Transit Div.)	Railway, Transport and General Workers (CLC)	250
Resque Plywood Ltd., Hearst	Carpenters (AFL-CIO)	220
in Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	274
thern Wood Preservers Ltd. (Div. of 502084 Ontario Ltd), Thunder Bay	Canadian Paperworkers (CLC)	270
Arborough General Hospital	OPSEU (NUPGE) (CLC)	240
Ontario Masonry Contractors Assn.	Bricklayers, Ind. (CCU) (bricklayers)	1,200
Ontario Masonry Contractors Assn.	Bricklayers, Ind. (CCU) (bricklayers assistants)	600
Uniroyal Chemical (Div. of Uniroyal Ltd.), Elmira	United Steelworkers (AFL-CIO/CLC)	210
Max V.E.C. Ltd., Markham	Auto Workers (CLC)	213
Wood of Canada Ltd. (Longlac Plywood Div.), Longlac	Carpenters (AFL-CIO)	240



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO

MAY 1984

INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in May 1984. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in June 1984.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	157
May 1984 Settlements	
Food and Beverage	161
Textile	164
Furniture and Fixture	164
Paper and Allied	165
Printing, Publishing and Allied	166
Primary Metal	167
Machinery	170
Transportation Equipment	170
Electrical Products	172
Non-Metallic Mineral Products	173
Miscellaneous Manufacturing	174
Mines	176
Electric Power, Gas and Water Utilities	177
Education and Related Services	178
Health and Welfare Services	184
Personal Services	187
Local Administration	187
Construction	189
Addendum	
April 1984 Settlements	197
Negotiations in Progress during May 1984	
Covering 200 or More Employees	199
Collective Bargaining Agreements Covering 200 or	
More Ontario Employees Expiring in June 1984	209

Highlights

Nickel Mine Settlements. A 17-month agreement was concluded between Falconbridge Ltd. and Local 598 of the Mine Mill and Smelter Workers' Union, representing about 1,830 hourly-rated employees at the company's operation in the Sudbury area. The new pact resulted from a reopener clause that called for re-negotiation on April 1, 1984 of a number of monetary matters in the current contract scheduled to expire August 21, 1985.

The agreement, approved by a narrow margin of the voting members, included a general wage increase of 10 cents per hour, a 4-cent increase in job class increments and a fold-in of 30 cents per hour of the outstanding \$1.99 cost-of-living allowance under the current contract. The new terms also called for the implementation of a reclassification study, valued at an average cost of 27 cents per hour, as well as for an increase in shift premiums. The cost-of-living clause provision, which was suspended for one year prior to March 31, 1984, was reactivated to provide quarterly payments based on 1 cent per hour for each 0.35 point rise in the Consumer Price Index (1971=100). Other changes, to be implemented as of January 1, 1985, included higher vacation and Christmas bonuses, a \$2 increase in the monthly basic and supplementary pension benefits, a new vision care plan and better weekly indemnity and dental plans.

Except for the wage offer, the mine workers' pact was very similar to the settlement negotiated earlier by the United Steelworkers for 365 salaried employees of the company. (See March 1984 issue of this report, p.67).

Electrical Products Industry. Westinghouse Canada Inc. and Local 504 of the United Electrical Workers reached a three-year renewal agreement affecting production and maintenance employees at the company's two remaining plants in Hamilton. The settlement covered 1,500 employees, down from a peak of 2,500 following the closing of the switchgear and control division and decentralization of the operation to small Ontario towns.

The settlement, reached two days prior to a legal strike date, provided for general wage increases ranging from 85 cents to \$1.15 per hour over three years, depending on job classification. The first-year increases of 46 to 65 cents per hour, or an average of about 4 per cent, were paid retroactively to April 23, 1984, and were augmented by a fold-in of \$1.01 per hour of past COLA payments. The COLA formula was continued unchanged, with four quarterly adjustments in the second and third years of the contract, calculated at 1 cent per hour for each 0.3 point rise in the Consumer Price Index (1971=100). The settlement also provided increased shift premiums, a fifth week of paid vacations after 20 years of service, an additional half-day for a total of 13 paid holidays per year, and improvements to major medical, dental and pension plans. The pension plan revisions consisted of higher basic and bridge benefits, liberalized eligibility requirements for early retirements, and lower actuarial reductions in benefits for employees retiring prior to age 62.

The parties also agreed on improvements in the area of seniority, lay-off assistance, health and safety, training and technological change. The latter contained the company's commitment to establish a job evaluation manual during the first contract year, to be updated periodically to reflect current conditions, including changes caused by the introduction of robots and/or automated manufacturing machines.

Gas Distribution Industry. The Energy and Chemical Workers negotiated a joint settlement with Consumers' Gas Co. and its subsidiaries Ottawa Gas and Provincial Gas Co., involving three agreements covering 894 operating, maintenance and clerical employees in central and southeastern Ontario and Ottawa.

The new agreements, which will expire on April 30, 1986, provided for an initial general wage increase of 4 per cent which was implemented on May 1, 1984 at Provincial Gas; September 9, 1984 at Consumers' Gas; and November 18, 1984 at Ottawa Gas. Wages for some job classifications at the latter two companies were adjusted upwards by 31 to 41 cents per hour. Effective May 1, 1985, a uniform general wage increase of 3.5 per cent will be paid, along with special adjustments to create wage rate parity with Provincial Gas for common classifications. Other negotiated gains included higher premium, standby and meal allowance payments, improved paid vacation and holiday provisions, as well as an upgraded dental plan coverage.

The settlement differed from one the union negotiated in April with Union Gas Ltd. for 936 operating and clerical employees of the company in southwestern Ontario. That settlement provided for a general wage increase of 5 percent in each year of a 2-year agreement, and incorporated past cost-of-living payments of \$2.27 per hour and \$85.13 per week in the wage and salary rates of the operating and clerical employees respectively. The cost-of-living clause was continued to provide effective in 1985 quarterly adjustments of 1 cent per hour for each 0.265 point rise in the Consumer Price Index (1971=100) above 9 percent of the December 1984 index.

Other terms of the settlement included improvements in premium payments, insured health and welfare benefits, higher safety shoe allowances, and suspension of the present provision granting 6 weeks of paid vacations after 20 years' service for employees age 61 or over. Continuation by the employer of OHIP and dental plan coverages for early retirees, as well as lower actuarial reductions in their pensions were also negotiated. (See April 1984 issue of this report, p. 119).

Index to Settlements Reported, May 1984

Employer and Location	Union	Page
Algoma Steel Corp. Ltd., Algoma Ore Div., Wawa	United Steelworkers (AFL-CIO/CLC) (mine empls.)	176
Algoma Steel Corp. Ltd., Steelworks, Sault Ste. Marie	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	167
Algoma Steel Corp. Ltd., Steelworks and Tube Div., Ste. Marie	United Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	169
Algoma Steel Corp. Ltd., Tube Div., Sault Ste. Marie	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	169
Atikokan Forest Products Inc., Sapaw and McKenzie Forest Products Inc., Hudson	Carpenters (AFL-CIO) (saw mill empls.)	197
Brown Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO/CFL)	170
Canadian Fram Ltd., Chatham	Auto Workers (CLC)	170
Carleton Board of Education	Fed. of Women Teachers' Assn. Ont. and Public School Teachers' Fed. (Ind.)	178
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	178
Carleton University, Ottawa	University Professors (Ind.) (professors librarians and instructors)	179
Certified Brakes, A Div. of Lear Siegler Industries Ltd. (formerly Certified Automotive Products (Central) Ltd.), Toronto and Mississauga	United Steelworkers (AFL-CIO/CLC)	173
Children's Hospital of Eastern Ontario	Ont. Nurses' Assn. (Ind.) (full-time and part-time nurses)	184
The Citizen (a division of Southam Inc., Ottawa)	Newspaper Guild (AFL-CIO/CLC)	166
The Consumers' Gas Co., Toronto and other central and southeastern Ontario centres, Ottawa Gas, and Provincial Gas Co., Niagara Rgl. Munic.)	Energy and Chemical Workers (CLC) (operating, maintenance and office empls.)	177

Index to Settlements Reported, May 1984

Employer and Location	Union	Page
Dempster's Bread a Div. of Corporate Foods Ltd., Toronto	Teamsters (Ind.)	161
Electrical Contractors Assn. of Ont. (Electrical Trade Bargaining Agency), province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL)	189
Electrical Power Systems Construction Assn., province-wide	Allied Construction Trades Council of Ont.	190
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	187
Falconbridge Ltd., Sudbury	Mine, Mill and Smelters Workers' Union (CCU) (mine and surface empls.)	176
Fisher Controls Co. of Canada, Woodstock	Auto Workers (CLC)	175
Kingston City Corp. (incl. Rideaucrest Home)	CUPE (CLC)	188
Wilfrid Laurier University, Waterloo	University Professors (Ind.)	179
Lincoln County Board of Education	CUPE (CLC) (full-time and part time maintenance, caretaking, bus drivers and cafeteria empls.)	180
London City Board of Education	CUPE (CLC) (full-time and part-time plant operations empls.)	181
Metropolitan Toronto Residential Painting Contractors Assn.	Painters (AFL-CIO/CFL)	192
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL CIO/CFL)	192
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Labourers (AFL-CIO) and (Teamsters (Ind.))	193
Metropolitan Toronto Children's Aid Society	CUPE (CLC)	186
Niagara South Board of Education	CUPE (maintenance and plant operations empls.)	181
Nestle Enterprises Ltd., Nestle Div., Chesterville	Retail, Wholesale Employees (AFL CIO/CLC)	162
Ontario Industrial Roofing Employers Assn. (Roofing Employer Bargaining Agency), province-wide	Sheet Metal Workers (AFL-CIO/CFL)	194

Index to Settlements Reported, May 1984

Employer and Location	Union	Page
Ontario Master Insulators' Assn. Inc., province-wide	Asbestos Workers (AFL-CIO/CFL)	194
Ontario Mechanical Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL)	195
Ontario Precast Concrete Manufacturers Assn., province-wide	Ontario Provincial District Council, Labourers (AFL-CIO)	195
Ontario Sheet Metal and Air Handling Group, province-wide	Ontario Sheet Metal Workers' Con- ference, Sheet Metal Workers (AFL-CIO/CFL)	196
Ottawa Construction Assn.	Carpenters (AFL-CIO)	196
Patons and Baldwins Canada Inc.	Clothing and Textile Workers AFL-CIO/CLC)	164
Rockwell International of Canada Ltd., Plastics Div., Gananoque	United Steelworkers (AFL-CIO/CLC)	174
Scarborough City Board of Education	CUPE (CLC) (part-time operations and maintenance empls.)	181
St. Catharines City Corp.	CUPE (CLC) (outside empls.)	188
St. Mary's Paper Inc. (formerly Abitibi- Price Inc.), Sault Ste. Marie	Canadian Paperworkers (CLC) (mill empls.)	165
SunarHauserman Ltd., Waterloo	United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	164
Swift Eastern Ltd., Div. of Maybank Foods Inc., Toronto	Food and Commercial Workers (AFL- CIO/CLC)	162
Toronto City Board of Education	CUPE (CLC) (elementary school office and clerical empls.)	182
Trans Nation Inc. (King Edward Hotel), Toronto	Hotel Employees (AFL-CIO/CLC)	187
Union Carbide Canada Ltd., Carbon Products, Metals, Welland	Electrical Workers (UE) (CLC) (hourly-rated plant empls.)	170
University of Western Ontario, Food Services Dept., London	CUPE (CLC)	182
Westinghouse Canada Inc., Hamilton Plants 1 and 3 (Beach Rd. and Sanford Ave. Plants)	Electrical Workers (UE) (CLC)	172

Index to Settlements Reported, May 1984

Employer and Location	Union	Page
York Region Board of Education	CUPE (CLC) (office, clerical and technical empls.)	183
York Region Board of Education	CUPE (CLC) (service and maintenance empls.)	183

FOOD AND BEVERAGE

Dempster's Bread - Division of Corporate Foods Limited at Toronto - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 200 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/84	Jan. 1/85	Oct. 1/85
General Increases		70¢	55¢	40¢
Inequity Adjustment	6¢ for Mechanic to put them on par with Electrician			
Feeder Packer		\$10.77 (\$10.07)	\$11.32	\$11.72
Electrician		\$12.97 (\$12.27)	\$13.52	\$13.92

Shift Premium: 65¢ (60¢) on the sixth or seventh shift.

Overtime Pay: Double time after 11 1/2 hours worked on any day (new), after 7 1/2 hours worked on a Saturday and Sunday and for all hours worked on a paid holiday (unchanged).

Paid Vacation: 5 weeks after 17 (18) years' service at 10% of earnings, 6 weeks after 24 (25) years at 12% or at 12 1/2% (new) after 30 years.

Attendance Bonus: \$70 (\$60) per quarter plus \$70 (\$60) for each year completed without absence, to a maximum of \$350 (\$300) per year. Effective January 1, 1985, \$75, \$75 and \$375, respectively.

Bereavement Leave: 5 (3) days' paid leave to attend or make arrangements for the funeral a parent, spouse or child 4 (3) days for the death of parents-in-law, sister or brother and 2 (1) day for brother-in-law, sister-in-law, natural grandparent son in law or daughter-in-law.

Health and Welfare: Life Insurance and A.D. & D. - Effective June 1, 1984, \$13,000 (\$12,000) coverage. Effective January 1, 1985, \$14,000.

Weekly Indemnity - Benefit increases to \$255 (\$189) per week or the UIC maximum benefit, whichever is greater.

Long Term Disability - Employee with 10 years or more of service who is totally disabled through sickness or non-compensable accident receives one extra year for each full 5 years' service at a rate of \$1,000 per month less CPP or other legislated benefits, beyond the 104 weeks of Weekly Indemnity, UIC and Long Term Disability benefits. (Previously, employee with 15 or more years' service received up to a maximum of 3 further years at a rate of \$1,000 per month less legislated benefits.)

Dental Plan - Coverage is based on the 1984/85 (1982/83) Ontario Dental Association fee schedule.

Meal Allowance: \$4 (\$3.60) after 9 1/2 hours worked.

Tool Allowance: \$225 (\$200) per year for Mechanic and Electrician. Effective January 1, 1985, \$250.

Nestle Enterprises Limited, Nestle Division at Chesterville - Local 488, Retail, Wholesale Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1984 to January 31, 1986, covering 230 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 1.84	Aug. 1/84	Feb. 1/85	Aug. 1/85
General Increases		5%	1%	3%	1.5%
COLA fold-in		51¢			
Additional Adjustment		10¢ fold-in of tuition premium for Engineer - 3rd Class			
General Labourer		\$10.95 (\$9.92)	\$11.06	\$11.39	\$11.56
Engineer - 3rd Class		\$12.55 (\$11.35)	\$12.68	\$13.06	\$13.26

Cost of Living Allowance: Provision inoperative in the first contract year. In the second contract year, 1¢ per 0.5 point rise in the Consumer Price Index - 1971=100, using January 1985 as the base index month. Adjusted quarterly. Capped at 25¢. (Basic formula is unchanged.)

Paid Vacation: 4 weeks after 10 (12) years' service.

Bereavement Leave: 1 day to attend the funeral of spouse's grandparents (new).

Health and Welfare: Life Insurance - \$20,000 (\$15,000) coverage.

Dental Plan - Coverage is based on the Ontario Dental Association fee schedule of the previous year. (Previously, based on the current ODA fee schedule.)

Meal Allowance: \$4 (\$3.50).

Safety Shoe Allowance: \$30 (\$25) per year.

Swift Eastern, a Division of Maybank Foods Inc. (formerly, part of Gainers Inc. (Toronto Processed Meats Plant) at Toronto - Local P-208, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1984 to May 31, 1986, covering 230 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	June 1/84	June 1/85
	Adjustments	\$2 reduction on all wage rates	\$1 increase on all wage rates
	Labour (Bracket 0)	\$9.99 (\$11.99)	\$10.99
	Pressure Welder, Certified (Bracket 40)	\$13.19 (\$15.19)	\$14.19

Health and Welfare: Life Insurance - \$25,000 coverage with employer paying 100% of premium costs. (Previously, coverage was 1 1/2 times employee's annual salary, rounded to the nearest \$500, with employee paying 5 1/2¢ per week per \$1,000 of total insurance).

Long Term Disability - Plan is discontinued and replaced by disability pension plan. (Previously, employer paid 100% of premium costs for a plan which provided a benefit of \$1,000 per month with government offsets, commencing after one year's absence due to the disability or after sickness and accident pay entitlement expired, whichever occurred first, for employee with 1 year's service).

Major Medical - Payable on a 90%/10% (85%/15%) co-insurance basis. Deductibles are \$10/\$20 (\$25/\$50) per year. Maximum claim for eyeglasses increases to \$100 (\$75) every 24 months.

Dental Plan - Employer paid plan reimburses 100% (80%) of allowance expenses for basic care and minor procedures and 60% (50%) for dentures, crowns, bridges and orthodontia. Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule to a maximum payment of \$1,000 per year, except for orthodontia, which has a lifetime maximum benefit of \$1,500 (\$500 per year). Effective June 1, 1985, coverage is based on the 1985 ODA fee schedule.

Pension Plan: Retirement Age - Reduced to age 60 (61) with no actuarial reduction in benefit.

For 30 days from June 1, 1984 a one-time offer of an unreduced pension is open to employees aged 55 or more with 20 years' service.

Total Disability Pension - \$16.60 per month per year of credited service for employee with 10 years' service. (Previously, Disability Retirement Clause was removed from Pension Plan when Long Term Disability Plan came into effect, on June 1, 1983).

Optional Contributory Supplemental Pension (new) - Employees may choose to contribute \$2 to \$8 per week to money-purchase plan to which the company adds 50% to employee contributions.

Meal Allowance: \$10 (\$5).

Safety Shoe Allowance: \$50 (\$25) per year.

TEXTILE

Patons and Baldwins Canada Inc. - Local 836, Clothing and Textile Workers

(AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 356 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 29/84</u>	<u>May 5/85</u>
	<u>Increases</u>		
	Hourly Rated Empls.	43¢	40¢
	Piece Work Rated	5 1/2%	5%
	Additional Adjustments	25¢ for Truck Driver; 10¢ for Factory Janitor	
	Labourer (Maintenance General Services)	\$6.865-\$7.125 (\$6.435-\$6.695)	\$7.265-\$7.525
	Mechanic 2	\$9.840-\$10.000 (\$9.410-\$9.570)	\$10.240-\$10.400

Probationary period is 2 months. Maximum rates for Labourer (Maintenance, General Services) are reached after 1 year and for Mechanic 2, after 2 months.

Paid Vacation: 3 weeks after 6 years' service at 6% of gross earnings (unchanged) or at 7% after 11 years and 8% after 12 years (new). 5 weeks after 24 (27) years at 10%.

Health and Welfare: Sick Benefit - \$30 (\$20) per day upon completion of 3 working days of disability, retroactive to first day of disability up to the tenth working day.

Drug Plan (new) - Effective August 1, 1984, employer pays 100% of premium costs. Deductibles are \$50/\$100 per year. Payable on an 80%/20% co-insurance basis.

Safety Shoe Allowance: Employer contributes 60% (50%) of the cost, up to a maximum of \$30 (\$20) for 1 pair per year for employees in the Machinery Maintenance, Carpenter and Maintenance General Services classifications.

FURNITURE AND FIXTURE

SunarHauserman Ltd. (formerly, Sunar, Div. of Hauserman Ltd.) at Waterloo - Local 3292, United Steelworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from May 9, 1984 to May 8, 1987, covering 294 production and 55 office employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Production

Sewing M/C Operator \$9.68

Electrician Class 'A' \$12.77

Toolmaker 1st Class \$13.09

Office

Weekly Rates

Level 1 (includes Clerk Typist) \$288.38-\$309.23

Level 8 (includes Programmer/Analyst) \$526.62-\$567.56

Probationary period is 60 working days for Office Employees. Maximum rates are reached after one 6-month increase followed by annual increases of \$5 each.

Cost of Living Allowance:

59¢ float continues.

1¢ per 0.35 point change in the Consumer Price Index - 1961=100. Adjusted quarterly beginning August, 1984 by comparing the May, 1984 to July, 1984 index. Last adjustment is effective in May, 1987. Capped at 35¢ in the first contract year and 70¢ in each of the second and third contract years. (Previously, capped at 60¢ in the first contract year and 70¢ in the second.)

Health and Welfare:

Dental Plan - Effective May 9, 1986, coverage is based on the 1986 (1983) Ontario Dental Association fee schedule.

PAPER AND ALLIED

St. Mary's Paper Inc. (formerly Abitibi-Price Inc.) at Sault Ste. Marie - Locals 67 and 133, Canadian Paperworkers (CLC) (mill employees): Two 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, covering 416 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:

Effective	<u>May 1/84</u>	<u>Nov. 1/85</u>	<u>Nov. 1/86</u>
General Increases		4%*	5%*
<u>Local 67</u>			
Yard Labourer	\$12.52	\$13.02	\$13.67
Journeyman "A"	\$16.21	\$16.86	\$17.70

* Increases are the same as the Canadian Paperworkers' Eastern Canada Industry settlement for May 1, 1985 and 1986.

Health and
Welfare:

Dental Plan - Effective June 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985 and each year thereafter fee schedules of preceding year will apply.

PRINTING, PUBLISHING AND ALLIED

The Citizen, a division of Southam Press Inc. at Ottawa - Local 205, Newspaper Guild (AFL-CIO/CLC): A 36-month renewal agreement effective from July 21, 1984 to July 20, 1987, covering 305 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 31/84</u>	<u>July 21/85</u>
	General Increases	7%	6%

Additional
Adjustments

Some classification
upgrading

Weekly Rates

Office Person	\$329.59 (\$308.03)	\$349.37
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Reporter 5 years	\$642.45 (\$600.42)	\$681.00
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Assistant City Editor	\$685.61 (\$640.76)	\$726.75
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Effective	<u>July 21/86</u>	<u>Nov. 21/86</u>
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General Increases	5%	3.5%
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Office Person	\$366.84	\$379.68
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Reporter 5 years	\$715.05	\$740.08
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Assistant City Editor	\$763.09	\$789.80
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The following amendments are effective May 31, 1984 unless otherwise specified:

Shift Premium: A minimum of \$12 (\$10) a shift for employees performing duties not within the coverage of the contract.

\$8.50 (\$8) per shift when the night shift begins and ends between 6 p.m. and 6 a.m. Effective July 21, 1985, \$9. Effective July 21, 1986, \$9.50. Additional \$5 per shift for employees required to work a split shift (new).

Overtime Pay: Time and one-half for the first 3 (4) hours and double-time thereafter, on time off in lieu at the applicable overtime rate for full-time employees.

Time and one-half after 37 1/2 hours on day shift and 35 hours on night shift in any one week for regular part-time and temporary part-time employees (new).

Call-In Pay:	Time and one-half for the first 3 (4) hours and double-time thereafter for a minimum of 7 of 7 1/2 hours as applicable.
Call-Back Pay:	\$15 (\$10) per call-back.
Paid Holidays:	Effective July 21, 1984, any new holidays legislated to be added to existing holidays.
Paid Vacation:	4 weeks after 7 (9) years' service, 5 weeks after 16 (18) years and 6 weeks after 28 (30) years.
Bereavement Leave:	Child or step-child is added to the provisions for 5 (3) days' paid leave.
Health and Welfare:	<u>Vision Care (new)</u> - Effective June 1, 1984, employer pays 100% of premium costs.
Mileage Allowance:	Effective July 21, 1984, 17.4¢ per kilometer to 24.8¢ per kilometer or 28¢ per mile to 40¢ per mile depending on the current average price per litre of unleaded gasoline. (Previously, 14.3¢ per kilometer to 20.5¢ per litre or 23¢ per mile to 33¢ per mile.)
Car Allowance:	\$50 (\$40) per week for authorized Circulation Department employees, when such employees are sick.
Severance Pay:	Effective July 21, 1984, to be computed at the highest basic salary during the final 12 (6) months of employment.
Clothing Allowance (new):	Effective July 21, 1984, coveralls or smocks supplied to regular employees in the Building Maintenance and Ramp Departments.

PRIMARY METAL

Algoma Steel Corporation Limited, Steelworks at Sault Ste. Marie - Local 2251, United Steelworkers (AFL-CIO/CLC) (production and maintenance mill employees): A 36-month renewal agreement effective from August 1, 1984 to July 31, 1987, covering 5,966 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 1/84</u>	<u>Aug. 1/85</u>	<u>Aug. 1/86</u>
COLA Fold-in		19¢		
General Increases			25¢	30¢
Upgrading Adjustment		Carpenter rate increased to Job Class 16 from (15)		
Labourer (Job Class 2)		\$12.132 (\$11.942)	\$12.382	\$12.682

	<u>Aug. 1/84</u>	<u>Aug. 1/85</u>	<u>Aug. 1/86</u>
Electrician (Job Class 16)	\$14.680 (\$14.490)	\$14.930	\$15.230
Mill Roller (Job Class 27)	\$16.682 (\$16.492)	\$16.932	\$17.232

Previous rates reflect COLA Fold-ins of 36¢ made on August 1, 1982 and 30¢ on August 1, 1983 and a total \$1.00 paid as COLA advances during the August 1, 1981 - July 31, 1984 agreement.

Cost of Living
Allowance:

1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly. The first of 12 calculations to be made August, 1984, by comparing the July 1984 CPI with the April 1984 CPI but will be added to and paid commencing with the allowance calculated for the comparison period of April 1987 with January 1987. No scheduled fold-ins. (Previously, allowances generated were reduced by 12.5¢ for each of the 4 calculations in the first year and by 6.2¢ or 6.3¢ for each of the remaining 8 calculations to compensate for COLA Advances in each year of the 3-year agreement. The remainder was folded into wage rates at end of each year).

Breavement
Leave:

Common-law spouses and their parents, brothers and sister-in-law are added to the provision for up to 3 days' paid leave.

Health and
Welfare:

Weekly Indemnity - Effective January 1 in each of 1985, 1986 and 1987, benefit increases by an amount sufficient to qualify the Algoma plan for a UIC rebate. (Present benefit \$255 per week).

Long Term Disability - Benefit is maintained at 70% of the monthly equivalent of weekly indemnity level and increases accordingly effective January 1, 1985, 1986 and 1987. (Present benefit \$773 per month).

Major Medical - Vision Care - Effective January 1, 1987, \$70 (\$65) every 2 years for prescription glasses.

Dental Plan - Effective January 1, 1987, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

Pension Plan:

Special Pension Benefit (new) - Effective August 1, 1984 and August 1, 1985, \$300 per month payable for two years or until age 65, or until death of the pensioner, whichever occurs first, to employees who voluntarily retire between August 1, 1984 and December 1, 1984 or August 1, 1985 and December 1, 1985, provided they are age 60 or more but less than age 65 by November 30, in the year of retirement.

Additional Pension Benefits (new) - In addition to basic and supplemental benefits, \$50 per month for an employee who retires on or after August 1, 1984 but before August 1, 1987, payable commencing on date of retirement for lifetime of retiree; \$30 per month for employee who retired on or after August 1, 1983 but before August 1, 1984 and \$15 per month for employee who retired on or after August 1, 1982 but before August 1, 1983, payable beginning August 1, 1984 for lifetime of retiree. 50% of the final two amounts provided will be applied to a Joint and Survivor Pension.

Algoma Steel Corporation Limited, Steelworks and Tube Division at Sault Ste. Marie - Local 4509, United Steelworkers (AFL-CIO/CLC) (clerical and technical employees): A 36-month renewal agreement effective from August 1, 1984 to July 31, 1987, covering 526 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Except as noted, wage increases, COLA fold-ins and benefit changes are identical to the agreement between Algoma Steel and Local 2251 of the United Steelworkers reported on pages 167-168.

Wages:	Effective	Aug. 1/84	Aug. 1/85	Aug. 1/86
Collating Clerk (Job Class 0)		\$11.619 (\$11.429)	\$11.869	\$12.169
Senior Typist Clerk (Job Class 4)		\$13.135 (\$12.945)	\$13.385	\$13.685
Expeditor (Job Class 11)		\$16.167 (\$15.977)	\$16.667	\$16.967

Health and Welfare: Weekly Indemnity - Benefits increase on the same basis as for Local 2251, except that amounts vary by Job Class. (Previously, benefits ranged from \$255 to \$300, per week.)

Long Term Disability - Benefits are maintained at 70% of the monthly equivalent of the applicable weekly indemnity amount and increase on the same basis as for Local 2251 for Job Classes 0 to 2, with additional \$15 per month Job Classes 3 to 5, \$30 for Job Classes 6 to 8 and \$45 for Job Cases 9 to 11.) (Previously, ranged from \$773 to \$910 per month, depending on job class).

Algoma Steel Corporation Limited, Tube Division at Sault Ste. Marie - Local 5595, United Steelworkers (AFL-CIO/CLC) (production and maintenance employees): A 36-month renewal agreement effective from August 1, 1984 to July 31, 1987, covering 792 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wage increases, COLA fold-ins and benefit changes are identical to the agreement between Algoma Steel and Local 2251 of the United Steelworkers reported on pages 167-168.

Wages:	Effective	Aug. 1/84	Aug. 1/85	Aug. 1/86
Labourer (Job Class 2)		\$12.132 (\$11.942)	\$12.382	\$12.682
Maintenance Electrician (Job Class 18)		\$15.044 (\$14.854)	\$15.294	\$15.594
Electronic Combustion Technician (Job Class 24)		\$16.136 (\$15.946)	\$16.386	\$16.686

Union Carbide Canada Limited, (Carbon Products, Metals) at Welland - Local 523, Electrical Workers (UE) (CLC) (hourly-rated plant employees): A 24-month renewal agreement effective from April 1, 1984 to March 31, 1986, covering 475* employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Includes 125 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
	General Increases	5%	4%
	Yard Labourer	\$13.27 (\$12.64)	\$13.80
	Lift Truck Operator	\$13.74 (\$13.09)	\$14.29
	Electrician A	\$16.54 (\$15.75)	\$17.20

Health and Welfare: Non-Occupational Disability Plan - \$300 (\$290) per week beginning with the fourth day of disability, up to a maximum of 36 weeks. Effective April 1, 1985, \$310.

Dental Plan: Coverage to be improved before January 1, 1985.

MACHINERY

Brown Boveri Howden Inc. at Toronto - Local 637, Boilermakers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 13, 1984 to January 12, 1986, covering 270* employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

* Includes 115 employees currently on lay-off status.

Wages:	Effective	<u>Jan. 13/84</u>	<u>Jan. 13/85</u>	<u>July 13/85</u>
	General Increases		3.5%	1.5% non-compounded
	General Labour	\$9.77	\$10.11	\$10.26
	Maintenance	\$13.15	\$13.61	\$13.81

Cost of Living Provision: Suspended. (Previously, 1% per 1% change in the Consumer Price Index - 1971=100, using December 1982 as the base. Triggered at 11%. Capped at 13%. Formula did not trigger.)

Health and Welfare: Dental Plan - Coverage continues to be based on the current Ontario Dental Association fee schedule.

TRANSPORTATION EQUIPMENT

Canadian Fram Limited at Chatham - Local 127, Auto Workers (CLC): A 36-month renewal agreement effective from August 22, 1984 to August 23, 1987, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 7 weeks.

Wages:	Effective	<u>Aug. 20/84</u>	<u>Aug. 22/85</u>	<u>Aug. 22/86</u>
COLA Fold-in		\$1.80		
General Increases (Day Workers)*		13¢	15¢	22¢
Skilled Trades Adjustments		12¢	20¢	13¢
Labour Grade 1 (includes Assembler)		\$13.24 (\$11.31)	\$13.39	\$13.61
Labour Grade 5 (includes Electrician)		\$15.22 (\$13.17)	\$15.57	\$15.92

* Incentive workers receive increases sufficient to produce commensurate results.

Signing Bonus: \$750 for each seniority employee.

Cost of Living Allowance: \$1.89 was generated in the previous agreement, \$1.80 is folded into wages and 9¢ continues to float.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using June 1984 as base. Adjusted quarterly. (Formula unchanged.)

The following benefits are effective September 1, 1984, unless otherwise specified.

Health and Welfare: Life Insurance - \$21,000 (\$20,000) coverage. Effective September 1, 1985, \$22,000 coverage.

Life Insurance for Retirees - \$3,000 (\$2,500) coverage.

A.D. & D. - Coverage is in amounts equal to one-half of life insurance coverage.

Dental Plan - Coverage continues to be based on the current Ontario Dental Association fee schedule. \$800 (\$650) maximum lifetime coverage for orthodontics.

Vision Care - \$50 (\$40) every 24 months.

Survivor Benefits - \$300 (\$275) maximum per month for the Transition and Bridge benefits.

Pension Plan: Basic Benefit - Effective January 1, 1985, \$16 (\$15) per month per year of service. Effective January 1, 1986, \$17. Effective January 1, 1987, \$18.

Supplementary Monthly Benefit - Effective January 1, 1985, \$15 (\$14) per year of service to a maximum of 25 years.

Special Payment - Effective January 1 of each contract year \$150 lump sum payment for each current retiree.

Special Early Retirement Benefit - Effective January 1, 1985, eligible employee receives a total of \$935 (\$910) per month, when added to basic and supplementary benefits.

Safety Shoe Allowance: \$25 (\$20) per year.

Supplementary Unemployment Benefit Plan: Maximum Employer Contribution - Effective August 20, 1984, 16¢ (14¢) per hour worked. Effective August 22, 1986, 18¢. Effective August 22, 1986, 21¢.

Maximum Funding - Effective August 20, 1984, \$800 (\$700) per eligible employee. Effective September 1, 1985, \$850. Effective September 1, 1986, \$900.

ELECTRICAL PRODUCTS

Westinghouse Canada Inc. at Hamilton - Local 504, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from April 23, 1984 to April 22, 1987, covering 1,500 employees*, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

* Includes 750 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 23/84</u>	<u>Apr. 23/85</u>	<u>Apr. 23/86</u>
Increases		46¢-65¢	20¢	20¢-30¢
COLA Fold-in		\$1.01		
Labour Grade 1 (Janitor)		\$10.805 (\$9.335)	\$11.005	\$11.205
Labour Grade 12 (Electrician)		\$12.597-\$13.436 (\$10.997-\$11.836)	\$12.797-\$13.636	\$13.057-\$13.896
Labour Grade 14 (Tool and Die Maker)		\$13.496-\$14.300 (\$11.836-\$12.640)	\$13.696-\$14.500	\$13.996-\$14.800

Probationary period is 60 worked days. Maximum rates are reached after one 3 month increase for Labour Grades 2-6 and after two 3 month increases for Labour Grades 7-14.

Cost of Living Allowance: Inoperative in the first year. In the second year, 1¢ per 0.32 point rise in the Consumer Price Index - 1971=100, using January 1985 as base index month. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-45¢-45¢ (0-40¢-40¢).

Paid Holidays: Effective April 23, 1986, one-half day is added for a total of 13 days.

Paid Vacation: Effective April 23, 1985, 5 weeks after 20 (22) years' service.

Health and
Welfare:

Major Medical - \$300 every 2 years (Previously, \$300 lifetime.)
for hearing aid. Coverage for chiropractor after OHIP is
exhausted is added. \$50 limit on ambulance cost is removed.

Dental Plan - Coverage continues to be based on the current
Ontario Dental Association fee schedule. Maximum benefit is \$750
(\$500) per year.

Pension Plan:

Basic Benefit - \$15.75 (\$15) per month per year of service.
\$16.25 in the second year and \$16.75 in the third year.

Bridge Benefit - \$10.75 (\$10.50) per month per year of service.
\$11 in the second year and \$11.25 in the third year.

Early Retirement - At age 62, employee may retire with unreduced
basic and bridge benefits. At age 60 or 61, reduction in both
benefits of 1/4 of 1% for each month that retirement takes place
before age 62. At age 58 or 59, no bridge benefit and a further
reduction in basic benefit of 1/2 of 1% per month before age 60.
(Previously, reduction of 1/2 of 1% before age 62.) Effective in
1986, reduction in both basic and bridge benefits became 0.2% for
those retiring at 60 or 61.

Safety Shoe
Allowance:

Effective January 1, 1985, \$40 (\$35) per year.

Lay-off Assis-
tance Plan:

1 week's pay for each year of pensionable service. To be paid
out after UIC is exhausted at the rate of \$250 per week. Up to
\$1,000 in tuition fees to acquire new skills through courses
approved by employer.

NON-METALLIC MINERAL PRODUCTS

Certified Brakes, a Division of Lear Siegler Industries Ltd. at Toronto and
Mississauga - Local 14831, United Steelworkers (AFL-CIO/CLC): A
36-month renewal agreement effective from January 13, 1984 to
January 12, 1987, covering 681* employees, settled with mediation
assistance during a work stoppage. Duration of negotiations - 6
months.

* Includes 63 employees currently on lay-off.

Wages:	Effective	Jan. 13/84	Jan. 13/85	Jan. 13/86
General Increases		60¢	65¢	70¢
Labour Grade 1 (includes Disc Brake Gasket)		\$8.60 (\$8.00)	\$9.25	\$9.95
Tool and Die Maker		\$11.335-\$12.200 (\$10.735-\$11.600)	\$11.985-\$12.850	\$12.685-\$13.550
Die Design		\$13.330-\$13.725 (\$12.730-\$13.125)	\$13.980-\$14.375	\$14.680-\$15.075

Cost of Living Allowance: Effective January 13, 1985, 1¢ per 0.3 per cent rise in the Consumer Price Index - 1971=100, using October, 1984 as the base index month in the second year and October, 1985 in the third year of the agreement. Triggers at 7% above the base in each year. Calculated quarterly with first and last adjustments effective on February 1, 1985 and January 1, 1987. To be folded into wages annually, retroactive to the first pay period after the effective date of adjustment. (Previously, capped at 15%. Formula did not trigger.)

Pension Plan: Basic Benefit - Effective January 13, 1985, \$11 per month per year of service from January 1, 1979 (1982). Effective January 13, 1986, \$12.

MISCELLANEOUS MANUFACTURING

Rockwell International of Canada Limited, Plastics Division at Gananoque - Local 3209, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
General Increases		55¢	55¢
Group 3 (includes Quality Control Sorter)		\$9.24-\$9.44 (\$8.69-\$8.89)	\$9.79-\$9.99
Electrician		\$10.59-\$11.19 (\$10.04-\$10.64)	\$11.14-\$11.74

Probationary period is 30 working days. Maximum rates are reached on merit.

Cost of Living Allowance: Provision inoperative during the life of the agreement except for one quarterly payment in June 1986. Calculation based on 1¢ per 0.35 point rise in the Consumer Price Index - 1971=100, for the three month period ending May 31, 1986. (Basic formula unchanged.)

Shift Premium: 0-30¢-35¢ (0-25¢-27¢). Effective September 1, 1985, 0-32¢-37¢.

Paid Vacation: Minimum 1,100 (1,200) hours per year for full amount vacation entitlement.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$12,000) coverage. Effective September 1, 1985, \$14,000.

Life Insurance for Retirees - \$5,000 (\$3,000) coverage.

Weekly Indemnity - Benefits increase to \$170 (\$155) per week. Effective September 1, 1985, \$180.

Dental Plan - Coverage is based on the 1982 (1979) Ontario Dental Association fee schedule.

Continuation of Benefits (new) - All retirees will receive continuous coverage for all health and welfare benefits to age 65.

Pension Plan:

Basic Benefit - \$12 (\$11) per month per year of service. Effective September 1, 1985, \$13. Eligibility is 1,100 (1,700) hours per year for full credited service.

Retirement Age - 62 (65) with no actuarial reduction.

Supplementary Benefit - \$12 (\$9.50) per month per year of service to a maximum of 30 (25) years. Effective September 1, 1985, \$13.

Automatic Survivors Benefit (new) - Surviving spouse of an employee with 10 years' service and age 55 receives 57% of full pension.

Fisher Controls Company of Canada at Woodstock - Local 636, Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1984 to March 31, 1987, covering 235* employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Includes 95 employees currently on lay-off status.

Wages:	<u>Effective</u>	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>
COLA Fold-in		\$1	\$1	
General Increase				15¢
Grade 2 (includes Materials Handler)	\$10.83-\$10.93. (\$9.83-\$9.93)	\$11.83-\$11.93	\$11.98-\$12.08	
Grade 14 Tool Maker "AA"	\$11.52-\$11.72 (\$10.52-\$10.72)	\$12.52-\$12.72	\$12.67-\$12.87	

Probationary period is 40 days worked. Maximum rate for Materials Handler is reached after probationary period and for Tool Maker "AA" after four 3-month increases.

Cost of Living Allowance:

\$2 was generated in the previous agreement. 50% of this float will be folded into wages in the first year and the remaining 50% folded into wages in the second year.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using February 1984 as base. Adjusted and payable quarterly (unchanged).

Health and Welfare:

Life Insurance - \$15,000 (\$14,000) coverage. Effective April 1, 1985, \$16,000. Effective April 1, 1986, \$17,000.

A.D. & D. - \$14,000 (\$13,000) coverage. Effective April 1, 1985, \$15,000. Effective April 1, 1986, \$16,000.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective April 1, 1986, coverage is based on the 1984 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$14.50 (\$14) per month per year of service.
Effective April 1, 1985, \$15.50. Effective April 1, 1986,
 \$16.50.

Safety Shoe Allowance: Effective April 1, 1985, \$45 (\$40) per year. Effective April 1, 1986, \$50.

MINES

Algoma Steel Corporation Limited, Algoma Ore Division at Wawa - Local 3933,
United Steelworkers (AFL-CIO/CLC) (mine employees): A 36-month
 renewal agreement effective from August 1, 1984 to July 31, 1987,
 covering 425 employees, settled at the bargaining stage.
 Duration of negotiations - 3 months.

Wage increases, COLA fold-ins and benefit changes are identical
 to the agreement between Algoma Steel and Local 2251 of the
 United Steelworkers reported on pages 167-168.

Wages:	Effective	<u>Aug. 1/84</u>	<u>Aug. 1/85</u>	<u>Aug. 1/86</u>
Labourer (Job Class 2)	\$12.132 (\$11.942)		\$12.382	\$12.682
Electronic Technician (Job Class 23)	\$15.954 (\$15.764)		\$16.204	\$16.504

Falconbridge Limited at Sudbury - Local 598, Mine, Mill and Smelter Workers'
Union (CCU) (mine and surface employees): A 17-month agreement
 negotiated as a result of a reopener clause effective April 1,
 1984 for the remaining portion of a 29 1/2 month agreement
 expiring August 21, 1985, covering 1,831 employees, settled at
 the post conciliation bargaining stage. Duration of negotiations
 - 2 1/2 months.

Wages:	Effective	<u>Apr. 1/84</u>
General Increase		10¢
COLA Fold-in		30¢
Job Class Increments		17.5¢ (\$13.5¢)
Additional Adjustments		Due to job reclassification
Job Class 2 (1) (includes Labourer)		\$9.795 (\$9,220)
Job Class 12 (8) (includes Driller)		\$11.545 (\$10.165)
Job Class 18 (16) (includes most 1st Class Trades)		\$12.595 (\$11.245)

Job Evaluation (new):	Joint Job Evaluation Program implemented at an average cost of 27¢ per hour.
Cost of Living Allowance:	Of the \$1.97 COLA allowance paid since October 16, 1983, plus 2 cents as of April 1, 1984 30¢ is folded into wages remainder leaving \$1.69 as a float. 1¢ per 0.35 point change in the Consumer Price Index - 1961=100, using January, 1984 as base index month. Adjusted quarterly. (Formula was suspended from March 8, 1983 to March 31, 1984, basic formula is unchanged.)
Shift Premium:	25¢-27.5¢-35¢ (20¢-22.5¢-25¢).
Vacation Bonus:	Effective January 1, 1985, \$100 (\$75) per regular week of vacation for employee with 2 or more years' service.
Christmas Gift:	\$50 (\$25) in 1984.
Health and Welfare:	<u>Weekly Indemnity</u> - Effective January 1, 1985, benefit increases to a maximum of \$275 (\$231) per week. <u>Vision Care Plan (new)</u> - Effective June 1, 1984, \$90 per family member every 24 months. <u>Dental Plan</u> - Effective June 1, 1984, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic and Supplementary Benefits</u> - \$17 (\$15) per month per year of service.

ELECTRIC POWER, GAS AND WATER UTILITIES

The Consumers' Gas Company, Toronto and other central and southeastern Ontario centres (operating and maintenance employees), Ottawa Gas, Ottawa Region (operating and office employees) and Provincial Gas Company, Niagara Regional Municipality (operating and maintenance employees) - Locals 001, 517 and 6720, Energy and Chemical Workers (CLC): Three 24-month renewal agreements effective from May 1, 1984 to April 30, 1986, covering 894 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 9/84*</u>	<u>May 1/85</u>
General Increases		4%	3.5%
Additional Adjustments		Job Class Adjustments of 31¢-41¢	Adjustments to create wage parity with Provincial Gas Company where there is a common classification
<u>Consumers' Gas</u>			
Labourer		\$11.38-\$11.62 (\$10.64-\$10.86)	\$12.03-\$12.28

	<u>Sept. 9/84*</u>	<u>May 1/85</u>
Truck Driver	\$12.17 (\$11.37)	\$12.86
Pipeline Welder	\$14.69 (\$13.73)	\$15.53

* Scheduled increase will take effect May 1, 1984 at Provincial Gas Company and November 18, 1984 at Ottawa Gas.

The following amendments are effective May 1, 1984 and apply to Consumers' Gas:

Saturday Premium:	\$3 (\$1) per hour.
Standby Pay:	\$12 (\$11) per day and \$16 (\$15) per day in a week with a statutory holiday.
Paid Holiday:	13 (12) days.
Paid Vacation:	3 weeks after 3 (5) years' service.
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.
Meal Allowance:	\$6 (\$5) after 3 hours' overtime.

EDUCATION AND RELATED SERVICES

Carleton Board of Education - Federation of Women Teachers' Association of Ontario and Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,215 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4.6%
	Teacher - Level D	\$16,911-\$22,581 (\$16,167-\$21,589)
	Teacher - Level A1	\$22,911-\$36,609 (\$21,903-\$34,999)
	Teacher - Level A4	\$26,105-\$44,410 (\$24,957-\$42,457)
	Principal 0-3 years (previously, 0-5 years)	\$48,232-\$53,651 (\$42,657-\$51,292)
Responsibility Allowance:	Vice-Principal 0-3 years (previously, 0-5 years)	\$3,828-\$4,187 (\$3,431-\$4,003)
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.	

Carleton University at Ottawa - University Professors (Ind.) (professors librarians and instructors): A 12-month agreement on wages as the result of a conditional wage adjustment provision during the last year of a 3 year agreement terminating April 30, 1985, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: Effective May 1/84
General Increase 5.7%* rounded upwards to the nearest \$10

Annual Rates
(Floor Salaries)

Librarian I	\$19,390 (\$18,340)
Librarian IV	\$33,390 (\$31,580)
Instructor I	\$18,160 (\$17,180)
Instructor III	\$24,700 (\$23,370)
Lecturer	\$20,180 (\$19,090)
Assistant Professor	\$25,220 (\$23,860)
Associate Professor	\$31,530 (\$29,830)
Professor	\$41,620 (\$39,370)

* Increase is based on the average increase in the CPI for Ottawa for the 12 months preceeding January 1, 1984, less 1.0%. Merit and Progress-Through. Ranks increment increased at a cost of an additional 2.6%.

Wilfrid Laurier University at Waterloo - University Professors (Ind.): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 219 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: Effective July 1/84
General Increase 4.1%
Additional Adjustment*

July 1/84

Salary Floor

Lecturer	\$20,570 (\$19,760)
Assistant Professor	\$25,917 (\$24,896)
Associate Professor	\$33,385 (\$32,070)
Professor	\$41,023 (\$39,407)

* Provides for a discretionary merit allowance of 1% (1.25%) of total salary.

Lincoln County Board of Education - Local 152, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria employees): Two 12-month renewal agreements effective from January 1, 1984 to December 31, 1984, covering 352 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: Effective Jan. 1/84

Increases	51¢ per hour for full-time empls. 33¢ per hour for part-time empls.
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Full-Time employees

Bus Driver	\$9.16 (\$8.65)
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Annual Rates

Labourer	\$19,805-\$20,295 (\$18,744-\$19,234)
Caretaker	\$20,600-\$21,104 (\$19,539-\$20,043)
Journeyman Electrician	\$22,832-\$23,393 (\$21,771-\$22,332)

Probationary period is 6 months. Maximum rates for Labourer, Caretaker and Journeyman Electrician are reached after one 3-month and one 9-month increase.

Health and
Welfare:

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

London City Board of Education - Local 190, Canadian Union of Public Employees
(CLC) (full-time and part-time plant operations employees): Two
12-month renewal agreements effective from May 1, 1984 to
April 30, 1985, covering 323 employees, settled at the bargaining
stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/84</u>
	General Increase	52¢
	Custodian Grade 2	\$8.94* (\$8.42)
	Custodian Grade 5	\$11.60 (\$11.08)

* Rate also applies to Custodian Grade 1, part-time.

Responsibility	<u>Building Category</u>	<u>Annual Allowance</u>
Allowance:	1	\$900 (\$840)
	2	\$1,250 (\$1,208)
	3	\$1,600 (\$1,575)
	4	\$2,000 (\$1,943)

Shift Leader
Premium: 25¢ (21¢) per hour.

Mobile Rug
Shampoo Premium: 20¢ (16¢) per hour.

Bereavement
Leave: Grandchild is added to the provisions for up to 4 days' paid
leave.

Niagara South Board of Education - Local 468, Canadian Union of Public Employees
(CLC) (maintenance, service and plant operations employees): A
12-month renewal agreement effective from January 1, 1984 to
December 31, 1984, covering 412 employees, settled at the
bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5.25%
	Wage Level 7 (Cleaner)	\$7.59 (\$7.21)
	Wage Level 1 (Electrician)	\$11.88 (\$11.29)

Health and
Welfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental
Association fee schedule.

Scarborough City Board of Education Local 149, Canadian Union of Public Employees
(CLC) (part-time operations and maintenance employees): A
12-month renewal agreement effective from January 1, 1984 to
December 31, 1984, covering 450 employees, settled at the post
conciliation bargaining stage. Duration of negotiations - 5
months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Student	\$5.94-\$6.25* (\$5.54-\$5.83)
	Cleaner	\$6.28-\$6.83* (\$5.86-\$6.49)

* New rates include a fold-in of a lump sum amount prior to the 5% increase for employees who received less than a \$1,000 increase in 1983.

Probationary period is 125 days of work. Maximum rates are reached after 1 year.

Paid Holiday: 4 weeks after 9 (10) years' service.

Bereavement Leave (Union): An additional 1/2 day with pay will be granted at the Boards' discretion when travel time is abnormal while attending funeral (new).

Pay in Lieu of Fringe Benefits: 21¢ (20¢) per hour, for cleaner classification.

Toronto City Board of Education - Local 1316, Canadian Union of Public Employees (CLC) (elementary school office and clerical employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 204 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Weekly Rates</u>	
	Clerical Assistant	\$308.94-\$351.99 (\$294.23-\$335.23)
	Administrative Assistant	\$347.79-\$399.24 (\$331.23-\$380.23)

Probationary period is 5 working months. Maximum rates are reached after 4 years.

Paid Vacation: 4 weeks after 9 (10) years' service.

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

University of Western Ontario, Food Services Department at London - Local 2692, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from May 1, 1984 to April 30, 1985, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>May 1/84</u>
	General Increase	25¢
	Food Services	\$5.97-\$6.81
	Assistant/Porter	(\$5.72-\$6.56)
	Chef/Baker	\$9.21-\$10.79
		(\$8.96-\$10.54)

Maximum rates for Food Services Assistant/Porter are reached after two 6-month and two 1-year increases, and for Chef/Baker after four 1-year increases.

Health and Welfare: Dental Plan - Employer pays 100% (75%) of premium costs.

York Region Board of Education - Local 1196, Canadian Union of Public Employees (CLC)
(service and maintenance employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 356 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Matron	\$7.10-\$7.62
		(\$6.76-\$7.26)
	Caretaker No. 1	\$9.11-\$9.67
		(\$8.68-\$9.21)
	Maintenance Man No. 2	\$11.28-\$11.81
		(\$10.74-\$11.25)

Probationary period is 90 working days. Maximum rates are reached after two 6-month increases.

Paid Vacation: 5 weeks after 20 years' service. (Previously, 1 day for each year of additional service after 20 years, to a maximum of 25 days.)

Bereavement Leave: Grandparent and grandchild is added to the provisions for 3 days' paid leave.

Certification Allowance (new): Applicable hourly rate plus 25¢ for Maintenance Man holding Ministry of Labour license.

Safety Footwear Allowance: \$50 (\$40) per year.

York Region Board of Education - Local 1734, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 345 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Clerical Level 1	\$6.68-\$8.14 (\$6.36-\$7.75)
	Buyer	\$10.12-\$14.51 (\$9.64-\$13.82)

Probationary period is 90 working days. Maximum rates are reached with five annual increments.

HEALTH AND WELFARE SERVICES

Children's Hospital of Eastern Ontario - Ontario Nurses' Association (Ind.) (full-time and part-time nurses): Two 13 1/2-month first agreements effective from February 11, 1983 to March 31, 1984, covering 675 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Feb. 11/83</u>	<u>Apr. 1/83</u>
	Increases		5%
	<u>Full-time</u> (monthly rates)		
	Registered Nurse (Awaiting Registration)	\$1,445.79	\$1,518.08
	Registered Nurse 0-7 years	\$1,937.05-\$2,238.96	\$2,033.90-\$2,350.91
	Education Coordinator	\$2,230.94-\$2,731.91	\$2,342.49-\$2,868.51
	<u>Part-time*</u> (hourly rates)		
	Registered Nurse	\$11.920-\$13.778	\$12.516-\$14.467

* Rates are exclusive of 14% payment in lieu of fringe benefits.

Rates effective February 11, 1983 reflect a 3% reduction implemented on November 1, 1982 to comply with I.R.A. 1982.

Hours of Work: 7 1/2 hours per shift.

Overtime Pay: Time and one-half after the normal 7 1/2 hour daily tour or after the extended tour of 11.25 hours or, for specialty areas, after an average of 37 1/2 hours per week over a 6 week flexible hours schedule. Time and one-half when a full-time nurse is required to work on her scheduled day off. Up to 4 days equivalent to the applicable overtime rate may be taken as compensating time off.

Reporting Pay: Minimum of 4 hours' pay at straight time.

Call-back Pay:	Minimum 4 hours at straight time, or, when such 4 hours extends into regularly scheduled shift, time and one-half for actual hours worked up to commencement of regular shift.
Standby Pay:	\$1.75 per hour. \$2 per hour for O.R. sleep-over/standby duty nurse. Premium ceases on call-back.
Shift Premium:	0-35¢-35¢ per hour.
Responsibility Premium:	40¢ per hour whenever a nurse is assigned to direct, supervise or oversee work of nurses and/or the overall responsibility for patient care on the unit, ward or area, for a tour of duty.
Ambulance Escort:	Pay at appropriate overtime rate for hours spent on care for patients in transit, plus reimbursement for room board and return transportation expenses.
Paid Holidays:	New Year's Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and one floating day are recognized. <u>Full-time</u> - Time and one-half plus lieu day off for regular hours worked on a statutory holiday and double time for any additional hours worked following full tour on that day. <u>Part-time</u> - Time and one-half for all hours worked.
Paid Vacation:	<u>Full-time</u> - 3 weeks after 1 year's service, 4 weeks after 3 years and 5 weeks after 20 years. <u>Part-time</u> - 6% for 0-4,950 hours worked, 8% after 4,950 hours and 10% after 33,000 hours.
Bereavement Leave:	Up to 3 days' paid leave in the event of the death of a husband, wife, son, daughter, mother, father, brother, sister, grandmother, grandfather, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law or legal guardian. 1 day's paid leave in the event of the death of a sister-in-law or brother-in-law. Up to an additional 2 days' paid leave may be granted when funeral is out of town.
Education Leave:	Leave with pay to be granted for the purpose of writing any examinations required in any recognized course in which nurses are enrolled to upgrade their nursing qualifications.
Jury and Crown Witness Leave:	Employer pays the difference between regular salary and fees received.
Professional Leave:	Time off to attend Registered Nurses Association of Ontario meetings as a voting delegate to be compensated by employer. Elected members of the Council of Colleges of Nurses are granted paid leave to attend regularly scheduled meetings.
Health and Welfare (full-time):	<u>Life Insurance</u> - Employer pays 80% of premium costs. <u>OHIP</u> - Employer pays 100% of premium costs. Employees residing in Quebec to be reimbursed an equivalent amount. <u>Semi-Private Hospitalization</u> - Employer pays 100% of premium costs for Blue Cross plan or equivalent.

Extended Health Care - Employer pays 75% of premium costs. Plan includes a maximum coverage for hearing aids of \$300 and \$40 per year for vision care. Deductibles are \$10/\$20.

Dental Plan - Employer contributes 100% of premium costs for Blue Cross Plan #9 or equivalent. Coverage is based on the current Ontario Dental Association fee schedule.

Continuation of Applicable Insurance Coverage While on Leave - Employer pays premiums for employee on paid leave or Workmen's Compensation. Employee on layoff status may maintain coverage for up to 1 year by paying all billed premiums.

Education Allowances (monthly payments): Six months Post Graduate Nursing Course or Nursing Unit Administration Course - \$15. One year University Course - \$40. B. Sc. N. - \$80. Master's Degree - Nursing - \$120.

Negotiation Committee Pay: Full pay for all time spent in contract negotiations during regular working hours prior to conciliation.

Occupational Health and Safety Committee: Time off for committee meetings to be compensated by employer at regular rates of pay. If this time coincides with pre-scheduled overtime work, overtime premium to be paid.

In-Service Programme Pay: All time spent in attendance on orientation courses up to a maximum of 5 days per fiscal year to be compensated at regular straight time hourly rate.

Metropolitan Toronto Children's Aid Society - Local 2316, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 2, 1984 to January 1, 1985, covering 558 employees, settled with mediation assistance. Duration of negotiations - 6 weeks.

Wages:	Effective	Jan. 2/84
	General Increase:	4%
	Level 2 (includes Clerk Typist 1)	\$14,011-\$16,390 (\$13,472-\$15,758)
	Level 7 (includes Child Care Worker 2)	\$19,008-\$23,125 (\$18,275-\$22,235)
	Level 12 (includes Social Worker)	\$26,407-\$32,125 (\$25,390-\$30,889)

Probationary period is 3 consecutive calendar months of active employment for clerical and general service seniority group classifications, up to and including job level 5 in the clerical seniority group and 6 consecutive calendar months of active employment for all other employees. Maximum rate for Clerk Typist is reached after 4 annual increases and for Child Care Worker 2 and Social Worker, after 5 annual increases.

Mileage & Car Insurance Allowance: 35¢ (33¢) per mile plus \$6.50 (\$6) per month to offset insurance expenses.

PERSONAL SERVICES

Trans Nation Incorporated (King Edward Hotel) at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1984 to January 31, 1987, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 1/84	Feb. 1/85	Feb. 1/86
Increases		5% for Gratuity and Maintenance empls., 8% for Kitchen empls., 9.6% for all other Non-Gratuity empls., approx.	5% approx.	5% for Gratuity, Kitchen and Maintenance empls., 8% for all other Non-Gratuity empls., approx.
Waiter/ Waitress		\$4.41 (\$4.20)	\$4.63	\$4.86
Maid		\$6.00 (\$5.50)	\$6.30	\$6.75
Electrician		\$11.50 (\$10.95)	\$12.08	\$12.68

Probationary Starting Rate - Applies for first 50 days worked. Up to \$1.07 (\$1) below classification rates. Effective February 1, 1985, up to \$1.14 below classification rates. Effective February 1, 1986, up to \$1.20 below classification rates.

Holiday Pay: Time and one-half plus lieu day off or an additional 8 hours' pay for an employee who works a statutory holiday. (Previously, employee received regular rate of pay plus regular day's money.)

Health and Welfare: Effective May 22, 1984, employer contributes 28¢ (23¢) per hour worked to the trust fund for each after probationary employee regularly employed for 20 or more hours per week. Effective February 1, 1985, 31¢ per hour worked.

Pension Plan (new): Effective May 1, 1986, employer and employee each contributes 5¢ per hour.

LOCAL ADMINISTRATION

Durham Regional Municipality (Works Department) - Local 1785, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 261 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/84
General Increase		5%
Labourer		\$10.51 (\$10.01)
Mechanic 2 (Licensed)		\$12.74 (\$12.13)

Health and Welfare: Life Insurance and A.D. & D. - Effective June 1, 1984, maximum coverage increases to \$55,000 (\$50,000).

Long Term Disability - Effective June 1, 1984, maximum benefit increases to \$1,300 (\$1,000) per month.

Dental Plan - Effective June 1, 1984, employer pays 100% (90%) of premium costs. Coverage is based on the 1983 Ontario Dental Association fee schedule. (Previously, the current ODA fee schedule.)

Tool Allowance: \$250 (\$160) per year for Auto Mechanics.

Kingston City Corporation (including Rideaucrest Home for the Aged) - Local 141, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 320 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Jan. 1/84	June 17/84
	General Increase	4%	2%
	<u>Annual Rates</u>		
	<u>Rideaucrest Home</u>		
	Group R-2-02 (includes Maid)	\$16,190-\$17,001 (\$15,567-\$16,347)	\$16,514-\$17,341
	Group R-5-04 (includes R.N.A.)	\$17,142-\$19,049 (\$16,483-\$18,316)	\$17,485-\$19,430
	<u>Inside Employees</u>		
	Group 4-03 (includes Typist 1)	\$15,160-\$16,845 (\$14,577-\$16,197)	\$15,463-\$17,182
	Group 13-9 (includes Planner 1)	\$24,068-\$28,123 (\$23,142-\$27,041)	\$24,549-\$28,685
	Probationary period is 3 months. Maximum rates for Maid are reached after 12 months, for Typist 1 and Registered Nursing Assistant after 24 months and for Planner 1 after 48 months.		

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/84
	General Increase	4.25%
	Grade 2 (Labourer)	\$9.64 (\$9.25)

Jan. 1/84

Grade 9 (includes Carpenter)	\$11.59 (\$11.12)
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Sick Leave: Effective May 1, 1984, present sick leave plan of 1 1/2 days accumulative per month is frozen and replaced by Short Term Disability and Long Term Disability Plans for full-time employees.

Health and Welfare: Short Term Disability (new) - Effective May 1, 1984, benefit is regular salary for the first 2 weeks of absence due to illness or accident plus an additional week for each year of service to a maximum of 17 weeks.

Long Term Disability (new) - Effective May 1, 1984, benefit is 75% of regular salary beyond 17 weeks for a minimum of 2 years, with government offsets.

Dental Plan - Effective May 28, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

CONSTRUCTION

Electrical Contractors Association of Ontario (Electrical Trade Bargaining Agency), province-wide - Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (commercial, industrial, institutional and residential construction): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 9,000 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Package:	Effective	<u>May 7/84</u>	<u>May 1/85</u>
	Increases	25¢	75¢
	<u>Journeyman Electrician</u>		
	Thunder Bay Local 402	\$21.31 (\$21.06)	\$22.06
	Toronto Local 353	\$22.44 (\$22.19)	\$23.19
	Hamilton Local 105	\$22.76 (\$22.51)	\$23.51

NOTE: Package rates shown above include wages, vacation pay and employer contributions to welfare and pension funds.

The following amendments apply to Toronto Local 353:

Health and Welfare Fund: Employer contributes 92¢ (79¢) per hour worked. Effective May 1, 1985, \$1.02.

Education and Training Fund: Employer contributes 2¢ (1¢) per hour worked.

Promotional
Fund (new):

Effective May 1, 1985, employer contributes 1¢ per hour worked.

The Electrical Power Systems Construction Association, province-wide - Allied Construction Trades Council of Ontario*: A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 2,571 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

* Includes Asbestos Workers (AFL-CIO/CFL), Carpenters (AFL-CIO), Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO), Plasterers (AFL-CIO/CFL) and Teamsters (Ind.).

Package:	Effective	May 1/84**	May 1/85***
	Increases		\$1.00
	<u>Asbestos Workers</u>		
	Insulating Mechanic, Atikokan and Thunder Bay Projects	\$21.36	\$21.97
	Insulating Mechanic, Bruce, Darlington Lakeview, Nanticoke, Pickering, and Wesleyville Projects	\$22.05	\$22.65
	<u>Carpenters</u>		
	Journeyman Carpenter, Darlington and Wesleyville Projects	\$20.00	\$21.14
	Journeyman Carpenter, Atikokan and Thunder Bay Projects	\$20.86	\$21.93
	<u>Millwrights</u>	July 23/84	
	Journeyman Millwright, Atikokan, Bruce Darlington, Lakeview, Nanticoke, Pickering Thunder Bay and Wesleyville Projects	\$21.44	\$21.69 \$22.69
	<u>Labourers</u>		
	Labourer Darlington and Wesleyville Projects	\$17.36	\$18.36

	<u>May 1/84**</u>	<u>May 1/85***</u>
Labourer Atikokan and Thunder Bay Project	\$17.45	\$18.45
<u>Operating Engineers</u>		
1st Class Stationary Engineer, Atikokan and Thunder Bay Projects	\$21.20	\$22.20
1st Class Stationary Engineer, Darlington and Wesleyville Projects	\$21.63	\$22.63
<u>Plasterers</u>		
Journeyman Plasterer, Nanticoke Project	\$19.03	\$20.03
Journeyman Plasterer, Atikokan and Thunder Bay Project	\$19.00	\$20.00
<u>Teamsters</u>		
Driver Group A, Darlington and Wesleyville Projects	\$16.63	\$17.63
Driver Group A, Atikokan and Thunder Bay Projects	\$18.10	\$19.10

** Package rates effective May 1, 1984 include increases originally scheduled for May 1, 1983 but not paid to comply with the Inflation Restraint Act, 1982.

*** Package rates effective May 1, 1985 reflect additional adjustments where the stipulated increase is not sufficient to create parity with the Industrial, Commercial and Institutional Construction Sector.

**Subsistence
Allowance:**

Effective May 31, 1984, \$30 per day worked or reported, for

employee residing more than 97 (97-161) radius kilometers from project. (Previously, \$28 per day worked or reported and \$10 per day for non-work days and statutory holidays.)

Employee at Pickering or Darlington project prior to May 1, 1984, \$30 (new) per day worked or reported. Effective May 1, 1985, \$26.50. Effective November 1, 1985, \$23. Effective April 30, 1986, \$20.

Effective May 31, 1984, \$20 for new employees (new).

Travelling Allowance: Effective May 31, 1984, \$7 (\$8) per day worked for employee living within 20-40 (16-40) radius kilometers of project and \$20 (\$16) per day for greater than 97 radius kilometers, if not qualified for subsistence allowance.

Metropolitan Toronto Residential Painting Contractors Association - Local 1891, Painters (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	Increase		\$1
	Journeyman Painter	\$18.08	\$19.08

NOTE: Package rates shown above include wages, vacation pay and employer contributions to welfare and pension funds.

Metropolitan Toronto Sewer and Watermain Contractors Association - Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	Increases	46¢-48¢	68¢
	<u>Open Cut Work</u>		
	Mechanics' Helper (1st year)	\$15.70 (\$15.24)	\$16.38
	Crane Operator	\$19.35 (\$18.87)	\$20.03
	<u>Tunnel Work</u>		
	Hoist Operator (2,000 lbs. or less)	\$19.21 (\$18.73)	\$19.89
	Hoist Operator (over 2,000 lbs.)	\$19.59 (\$19.11)	\$20.27

Paid Vacation: 10% (9%).

Welfare Fund: Employer contributes 52¢ (40¢) per hour worked. Effective May 1, 1985, 55¢.

Mileage Allowance: Effective May 1, 1985, 26¢ (24¢) per kilometer

Metropolitan Toronto Sewer and Watermain Contractors Association - Local 183,

Labourers (AFL-CIO) and Local 230, Teamsters (Ind.): A 23-month renewal agreement effective from May 31, 1984 to April 30, 1986, covering 800 employees, settled during selective work stoppages. Duration of negotiations - 2 months.

Package:	Effective	<u>May 31/84</u>	<u>May 1/85</u>
	Increases		
	Labourer	16¢	88¢ for open cut work, 91¢ for tunnel work
	Teamsters	25¢	81¢
	<u>Labourers</u>		
	Labourer (open cut)	\$16.35 (\$16.19)	\$17.23
	Pipe Layer (open cut)	\$17.01 (\$16.85)	\$17.89
	Miner (tunnel work)	\$18.42 (\$18.26)	\$19.33
	<u>Teamsters</u>		
	Dump Truck Driver (open cut)	\$16.43 (\$16.18)	\$17.24
	Float Driver (open cut)	\$16.81 (\$16.56)	\$17.62
	NOTE: Package rates shown above include wages, vacation pay, and employer contributions to welfare and pension funds.		
Welfare Fund:	<u>Labourers</u> - Effective May 31, 1984, employer contributes 90¢ (80¢) per hour worked. Effective May 1, 1985, \$1.		
	<u>Teamsters</u> - Effective May 31, 1984, employer contributes 95¢ (90¢) per hour worked. Effective May 1, 1985, \$1.		
Pension Fund:	<u>Labourers</u> - Effective May 1, 1985, employer contributes 50¢ (40¢) per hour worked.		
	<u>Teamsters</u> - Effective May 31, 1984, employer contributes an additional 20¢ per hour worked. Effective May 1, 1985, an additional 10¢.		
Training Fund:	<u>Labourers</u> - Employer contributes 15¢ (8¢) per hour worked.		
Shift Premium:	<u>Labourers</u> - Effective May 1, 1985, 0-60¢-60¢ (0-50¢-50¢) for tunnel work.		
Compressed Air Premium:	<u>Labourers</u> - 1 to 14 lbs air pressure, \$14 (\$13.50) per hour for tunnel work.		

Ontario Industrial Roofing Contractors Association (Roofing Employer Bargaining Agency), province-wide - Ontario Sheet Metal Workers' Conference, Roofers Section (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 1,300 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	Increases	25¢	75¢
	<u>Roofer #2</u>		
	Sault Ste. Marie Local 504	\$15.71 (\$15.46)	\$16.46
	Ottawa Local 47	\$17.34 (\$17.09)	\$18.09
	Windsor Local 235	\$18.75 (\$18.50)	\$19.50
	Toronto Local 30	\$19.24 (\$18.99)	\$19.99

NOTE: Package rates shown above include wages, vacation pay and employer contributions to welfare and pension funds.

The following amendments apply to Toronto Local 30:

Industry Fund:	Effective May 1, 1985, employer contributes 7 1/2¢ (5 1/2¢) per hour worked.
Roofers Promotion Fund:	Employer contributes 5¢ (2¢) per hour worked.

Ontario Master Insulators' Association Inc. (Construction Agreement), province-wide - Local 95, Asbestos Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>May 7/84</u>	<u>May 1/85</u>
	Increases	40¢	60¢
	Mechanic Zone 3	\$20.01 (\$19.61)	\$20.61
	Mechanic Zone 2	\$21.34 (\$20.94)	\$21.94
	Mechanic Zone 1	\$22.02 (\$21.62)	\$22.62

NOTE: Package rates shown above include wages, vacation pay and employer contributions to welfare and pension funds.

Industry Fund: Employer contributes 14¢ (18¢) per hour worked.

Welfare Fund: Effective May 7, 1984, employer contributes 75¢ (55¢) per hour worked.

Travel Allowance: Zone 9 (new) - \$15 per working day for employee travelling outside 50 miles radius and returning home daily.

Ontario Mechanical Contractors Association, province-wide - Ontario Pipe Trades Council, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 12,000 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Package:	Effective	<u>May 14/84</u>	<u>May 1/85</u>
	Increases	25¢	75¢
	<u>Journeyman Plumber</u>		
	Sault Ste. Marie Local 508	\$20.34 (\$20.09)	\$21.09
	Toronto Local 46	\$22.60 (\$22.35)	\$23.35
	Hamilton Local 67	\$22.38 (\$22.13)	\$23.13

Note: Package rates shown above include wages, vacation pay and employer contributions to welfare and pension funds.

The following amendments apply to Toronto Local 46:

Welfare Fund: Effective May 1, 1985, employer contributes \$1.10 (\$1.00) per hour worked.

Training Fund: Effective May 1, 1985, employer contributes 10¢ (6¢) per hour worked.

Council Promotion Fund: Employer contributes 2¢ (1¢) per hour worked.

Ontario Precast Concrete Manufacturers Association - Ontario Provincial District Council, Labourers (AFL-CIO) (erectors and finishers of precast concrete products): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	Increase	0	\$1.00*

	<u>May 1/84</u>	<u>May 1/85</u>
<u>Toronto</u> <u>Local 183</u>		
General Precast Labourer	\$18.36 (\$18.36)	\$19.36
Precast Erector and Finisher	\$19.50 (\$19.50)	\$20.50
Welder (Certified)	\$19.66 (\$19.66)	\$20.66

* A maximum of 25¢ may be diverted to the first year to maintain existing benefits level.

Note: Package rates shown include wages, vacation pay and employer contributions to welfare and pension funds.

Ontario Sheet Metal and Air Handling Group, province-wide - Ontario Sheet Metal Workers' Conference, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective May 1, 1984 to April 30, 1986, covering 5,000 employees, settled with mediation assistance. Duration of negotiation - 2 months.

Package:	Effective	<u>May 29/84</u>	<u>May 1/85</u>
	Increases	25¢	75¢

Journeyman and
Sheeter/Decker

Sault Ste. Marie Local 504	\$20.25 (\$20.00)	\$21.00
Toronto Local 30	\$22.08 (\$21.83)	\$22.83
Sarnia Local 539	\$22.69 (\$22.44)	\$23.44

NOTE: Package rates shown above include wages, vacation pay, and employer contributions to welfare and pension funds.

Ottawa Construction Association - Local 93, Carpenters (AFL-CIO) (Non-ICI construction): A 12-month renewal agreement effective from May 1, 1984 to April 30, 1985, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Package: No increase in rates that were in effect at the conclusion of the previous agreement.

Carpenter

Zone 2	
residential	\$15.92
non-residential	\$18.55
Zone 1	\$20.50

NOTE: Package rates shown above include wages, vacation pay, and employer contributions to welfare and pension funds.

ADDENDUM

April 1984 Settlements

WOOD

Atikokan Forest Products Inc. at Sapawe and McKenzie Forest Products Inc. at Hudson - Local 2693, Carpenters (AFL-CIO) (sawmill employees): A 36-month renewal agreement effective from September 1, 1983 to August 31, 1986, covering 246 employees, settled with mediation assistance during a work stoppage and ratified in April 1984. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/83</u>	<u>Sept. 1/84</u>
	General Increases	6%	5%

McKenzie Forest Products Inc.

Labourer, General	\$11.09 (\$10.46)	\$11.64
Electrician "A"	\$13.60 (\$12.83)	\$14.28

Effective	<u>Sept. 1/85</u>	<u>Mar. 1/86</u>
General Increases	4%	2%
Labourer, General	\$12.11	\$12.35
Electrician "A"	\$14.85	\$15.15

Shift Premium: Effective April 19, 1984, 0-29¢-33¢ (0-27¢-31¢). Effective September 1, 1984, 0-31¢-35¢. Effective September 1, 1985, 0-33¢-37¢.

Health and Welfare: Life Insurance - Effective September 1, 1985, \$30,000 (\$25,000) coverage.

Weekly Indemnity - Effective May 11, 1984, benefit increases to \$265 (\$250) per week. Effective September 1, 1984, \$275. Effective September 1, 1985, \$295.

Long Term Disability - Effective September 1, 1985, maximum benefit increases to \$1,100 (\$1,000) per month.

Dental Plan - Effective September 1, 1985, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

Safety Boot
Allowance:

Employer will sell to employees, safety boots at \$10 (\$9) below invoice price to the employer.

The terms of this agreement generally formed a basis for other Northern Ontario settlements covering sawmill workers represented by locals 2995 and 2693 of the Carpentry Union.

EDUCATION AND RELATED SERVICES

Carleton Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,100 employees, settled at the bargaining stage, and ratified in April, 1984. Duration of negotiations - 2 weeks.

Wages:

Effective	Sept. 1/84
General Increase	4.5%
Teacher - Level 1 0-10 years	\$23,236-\$36,654 (\$22,235-\$35,076)
Teacher - Level 4 0-10 years	\$26,701-\$44,461 (\$25,551-\$42,546)
Vice-Principal 0-3 years	\$50,247-\$53,161 (\$48,083-\$50,872)
Principal 0-3 years	\$55,127-\$58,909 (\$52,753-\$56,372)

Responsibility
Allowances:

Major Department Head and Administrative Head, Major	\$3,561 (\$3,408)
Minor Department Head and Administrative Head, Minor	\$2,421 (\$2,317)
Assistant Head and Teachers' Co-ordinator	\$1,851 (\$1,771)
Educational Consultant	\$1,672 (\$1,600)
Program Consultant	\$4,181 (\$4,001)

Health and
Welfare:

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Negotiations in Progress during May 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Abitibi-Price Inc., Iroquois Falls, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls	Office and Professional Employees (AFL-CIO/CLC)	233	B
American Standard (Div. of Wabco Standard Ltd.) (Landsdowne Plant), Toronto	Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	323	B
Baycrest Centre and/or The Jewish Home for the Aged	Service Employees Int'l. (AFL-CIO/CLC)	450	CO
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	292	B
Boilermakers Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CFL)	1,549	B
Bestview Holdings Ltd., inter-city	Christian Labour Assn. (Ind.)	350	CO
Burns Meat Ltd., Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	450	CO
Canada Packers Poultry (Div. of Canada Packers Inc.), Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	320	CO
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CFL)	450	MED
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO)	225	B
Carleton Roman Catholic Separate School Board	Employees Assn. (Ind.)	290	B
Council of Printing Industries of Canada, Toronto	Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	400	CO
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	319	CO
Crane Canada Ltd. (Brantford Plant)	United Steelworkers (AFL-CIO/CLC)	328	B
Dare Foods Ltd. (Biscuit Div.), Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	290	CO
Dome Mines Ltd., South Porcupine	United Steelworkers (AFL-CIO/CLC)	650	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (warehouse empls., truck drivers and helpers)	759	B

* See page 208 for definition of codes

Negotiations in Progress during May 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Domtar Inc. (Fine Papers Div.), Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,600	B
Drug Trading Co. Ltd. and Druggist Corp. Ltd., Toronto	Energy and Chemical Workers (CLC)	373	B
Dubreuil Brothers Ltd., Dubreuilville	Employees Assn. (Ind.)	250	B
Durham Board of Education	CUPE (CLC)	330	B
Durham Regional Board of Commissioners of Police	Police Assn. (Ind.)	443	B
Durham Regional Municipality, Whitby	CUPE (CLC) (inside empls.)	600	B
Durham Regional Municipality (Homes for the Aged), Whitby	CUPE (CLC)	498	C
East York Borough Corp.	CUPE (CLC)	217	E
Eldorado Resources Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	385	E
Electrical Power Systems Construction Assn., province-wide	Plumbers (AFL-CIO/CFL)	825	C
Electrical Power Systems Construction Assn., (Generation Projects Construction), province- wide	Electrical Workers (IBEW) (AFL-CIO/ CFL)	1,100	W
Electrical Power Systems Construction Assn., (Transmis- sion Systems Construction), province-wide	Electrical Workers (IBEW) (AFL-CIO/ CFL)	400	W
Electrical Power Systems Construction Assn., province-wide	Structrual Iron Workers (AFL-CIO)	700	I
Electrohome Ltd., Cambridge	Auto Workers (CLC)	334	C
Etobicoke City Corp.	CUPE (CLC)	716	C
Etobicoke City Corp.	Fire Fighters (AFL-CIO/CLC)	404	C
Extendicare Ltd. and other companies operating a total of 30 nursing homes in Ontario	Service Employees Intl. (AFL-CIO/CLC) (full and part-time service empls.)	2,530	S

Negotiations in Progress during May 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Federated Building Maintenance Co. Ltd., Toronto	Food and Service Workers (CCU)	250	MED
Fiberglas Canada Ltd. (Textile & Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	382	B
Ford Glass Ltd., Toronto	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	280	CO
Four Seasons Hotel, Toronto	Textile Processors (Ind.)	400	MED
Frontenac County Board of Education	CUPE (CLC)	540	B
Great Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	249	CO
GTR Industrial Products Co. (Canada) (Div. of General Tire and Rubber Co. of Canada Ltd.), Welland	Rubber Workers (AFL-CIO/CLC)	450	MED
Hamilton City Board of Education	CUPE (CLC)	530	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	501	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	433	B
Hamilton Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CFL)	300	B
Harbour Castle Hilton Hotel, Toronto	Textile Processors (Ind.)	800	B
Hastings County Board of Education	CUPE (CLC)	200	B
H.J. Heinz Co., Leamington	Food and Commercial Workers (AFL-CIO/CLC)	1,205	CO
Hogarth-Westmount Hospital, Thunder Bay and 10 other Northwestern Ontario hospitals	Service Employees Intl. (AFL-CIO/CLC) (full and part-time service empls.)	2,700	B
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	366	MED/WS
Imperial Clevite Canada Inc., St. Thomas	Machinists (AFL-CIO/CLC)	530	B
Interior Systems Contractors Assn. of Ontario	Carpenters (AFL-CIO) (Lathers)	600	CO
James River-Marathon, Ltd., Marathon	United Paperworkers (AFL-CIO/CLC)	400	B

Negotiations in Progress during May 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Kendall Canada, Toronto	United Steelworkers (AFL-CIO/CLC)	500	MED/W
Kitchener City Corp.	CUPE (CLC)	225	B
Lakehead Board of Education	CUPE (CLC)	240	CO
Lakehead University, Thunder Bay	University Professors (Ind.)	260	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	200	B
Liquor Control Board and Liquor Licence Board of Ontario	Ont. Liquor Board Empls. (NUPGE) (CLC)	4,800	B
London City Corp.	CUPE (CLC) (inside empls.)	325	B
London City Corp.	CUPE (CLC) (outside empls.)	490	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	325	B
London Transit Commission	Transit Union (AFL-CIO/CLC)	380	B
Metropolitan Toronto Catholic Children's Aid Society	CUPE (CLC)	200	MED
Metropolitan Toronto Library Board	CUPE (CLC)	249	B
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	B
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	ARB
Metropolitan Toronto Plumbing and Heating Contractors Assn. (Div. of the Mechanical Contractors Assn. of Ontario)	Plumbers (AFL-CIO/CFL)	600	MED
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	348	B
Mississauga City Corp. (Transit Div.)	Transit Union (AFL-CIO/CLC)	330	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	226	B
National Elevator and Escalator Assn., province-wide	Elevator Constructors (AFL-CIO/CFL)	1,000	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	574	B
John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	274	B

Negotiations in Progress during May 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
North Bay City Corp.	CUPE (CLC) (inside and outside empls.)	250	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	700	B
North York City Board of Education	CUPE (CLC) (office, clerical and technical empls. and teacher aides)	700	C0
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	630	B
North York City Hydro-Electric Commission	CUPE (CLC) (service, maintenance and technical empls.)	320	B
Ontario Educational Communications Authority, Toronto	Broadcast Employees (CLC)	203	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services category)	5,685	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services category)	9,728	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,133	B
Ontario Government, province-wide	OPSEU (NUPGE) (general operational services category)	4,138	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care category)	5,796	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,123	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services category)	6,139	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional services category)	4,313	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,288	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC)***	50,343	B
Ontario Government, province-wide	Ont. Provincial Police Assn. (Ind.)	4,045	B
Ontario Housing Corp. and Metro Toronto Housing Authority	CUPE (CLC) (maintenance empls.)	670	B
Ontario Hydro, (Construction Field Forces, Generation Projects Div., and Transmission Systems Div.), province-wide	CUPE (CLC) (full-time and part-time office and clerical empls.)	280	B

* Working conditions and benefits agreement covering all Ontario Government units

Negotiations in Progress during May 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Hydro, province-wide	CUPE (CLC) (operators, maintenance, clerical empls. and shippers)	15,177	B
Ontario Millwrighting Contractors Assn., province-wide	Carpenters (AFL-CIO)	1,300	B
Ontario Paper Company Ltd., Thorold	Cdn Paperworkers (CLC) and Long-shoremen (AFL-CIO/CLC)	563	B
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL)	900	B
Oshawa City Corp.	CUPE (CLC) (inside empls.)	217	CO
Ottawa Board of Education	Independent Local Union (maintenance and plant operation empls.)	800	B
Ottawa-Carleton Children's Aid Society	OPSEU (NUPGE) (CLC) (full-time and part-time empls.)	210	MED
Ottawa City Corp. and Ottawa-Carleton Regional Municipality	CUPE (CLC) (inside and outside empls.)	3,330	B
Ottawa Civic Hospital	CUPE (CLC) (paramedical empls.)	220	B
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	740	B
Renfrew County Corp. (Bonnechere Manor), Pembroke	CUPE (CLC)	200	CO
Residential Sheet Metal Contractors Organization, Toronto	Sheet Metal Workers (AFL-CIO/CFL)	330	CO
Rockwell International of Canada Ltd., Bracebridge	Auto Workers (CLC)	233	B
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	800	B
Ryerson Polytechnical Institute Board of Governors	Staff Assn. (Ind.)	487	PCE
St. Joseph Religious Hospitallers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC) (full-time and part-time service empls.)	365	B
St. Thomas Elgin General Hospital	Service Employees Intl. (AFL-CIO/CLC)	470	ARE
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL) (service empls.)	475	CO
Sault Ste. Marie City Corp. (Works Dept.)	CUPE (CLC) (service and maintenance empls.)	220	B

Negotiations in Progress during May 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Scarborough City Corp.	CUPE (CLC) (office, clerical and technical employees)	436	B
Scarborough City Corp.	Fire Fighters (AFL-CIO/CLC)	461	B
Scarborough City Public Utilities Commission	Utility Workers (Ind.)	250	B
Scarborough Public Library	CUPE (CLC)	226	B
Skyline Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	250	B
Simcoe County Board of Education	OPSEU (NUPGE) (CLC)	264	B
Steinberg Inc. (Miracle Food Mart Div) (Meat Processing plant), Rexdale	Food & Commercial Workers (AFL-CIO/CLC)	225	B
Sudbury Regional Board of Commissioners of Police	Police Assn. (Ind.)	202	B
Sunnybrook Food Market (Keele) Ltd., province-wide	National Council of Cdn Labour (Ind.)	200	B
Sunnybrook Medical Centre and other hospitals, Toronto and other centres	Service Employees Int'l. (AFL-CIO/CLC)	10,000	B
Thunder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	200	B
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	224	B
Thunder Bay City Corp.	CUPE (CLC) (outside empls.)	359	MED
Thunder Bay City Corp. (Homes for the Aged)	Service Employees Intl. (AFL-CIO/CLC)	400	B
Thunder Bay Construction Assn. (General Contractors Div.)	Carpenters (AFL-CIO)	400	CO
Thunder Bay Construction Assn.	Carpenters (AFL-CIO)	600	B
Toronto Area Transit Operating Authority	Transit Union (AFL-CIO/CLC) (service and maintenance empls.)	330	B
Toronto City Corp.	CUPE (CLC) (inside and outside empls.)	3,888	MED
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,264	B
Toronto Commercial Film Producers Assn.	Theatrical Stage Employees (AFL-CIO/CLC)	415	B

Negotiations in Progress during May 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Toronto Masonry Contractors Assn.	Bricklayers Ind. (CCU) (bricklayers and assistants)	1,800	B
Toronto Transit Commission and Gray Coach Lines	Transit Union (AFL-CIO/CLC)	7,500	B
Uniroyal Chemical (Div. of Uniroyal Ltd.), Elmira	United Steelworkers (AFL-CIO/CLC)	210	B
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	400	B
University of Guelph	CUPE (CLC)	385	B
University of Ottawa	University Professors (Ind.)	950	B
University of Waterloo	CUPE (CLC)	400	B
University of Western Ontario, London	CUPE (CLC)	311	B
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	278	B
University of Windsor	University Professors (Ind.)	515	B
Victoria Hospital, London and 39 other Ontario hospitals	OPSEU (NUPGE) (CLC) (paramedical empls.)	3,000	C0
Voyageur Colonial Ltd., Ottawa**	Railway, Transport and General Workers (CLC)	466	B
Wajax VEC Ltd., Markham	Auto Workers (CLC)	213	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	445	B
Waterloo Regional Board of Commissioners of Police	Police Assn. (Ind.)	436	B
White Farm Equipment Canada Ltd., Brantford	Auto Workers (CLC)	700	C0
Windsor City Board of Commissioners of Police	Police Assn. (Ind.)	346	B
Windsor City Corp.	CUPE (CLC) (inside empls.)	550	B
Windsor City Corp.	CUPE (CLC) (outside empls.)	350	B
Windsor Western Hospital (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitallers of Hotel Dieu, Salvation Army Grace Hospital and Metropolitan General Hospital	Service Employees Intl. (AFL-CIO/CLC) (service empls.)	1,092	C0

** Federal jurisdiction

Negotiations in Progress during May 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
York City Corp. (Works, Parks and Recreation Dept.)	CUPE (CLC)	260	B
York Regional Board of Commissioners of Police	Police Assn. (Ind.)	350	B
York Regional Municipality and York Regional Land Div. Committee	CUPE (CLC)	305	B
York University, Toronto	University Professors (Ind.)	980	B
York University, Toronto	CUPE (CLC)	251	B
<u>More Than One Province</u>			
Abitibi-Price Inc., Ontario, Quebec and Newfoundland	Canadian Paperworkers (CLC) (mill empls.)	2,548	CO
Bell Canada, Ontario and Quebec**	Cdn. Telephone Employees (Ind.) (communication sales empls.)	667	B
Canada Packers Inc., Prince Edward Island, Quebec, Alberta, Manitoba, Saskatchewan, British Columbia and Ontario	Food and Commercial Workers (AFL-CIO/CLC)	4,000	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Marine Officers (AFL-CIO/CLC)	450	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Merchant Service Guild (CLC)	400	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Seafarers (AFL-CIO/CLC)	2,280	CO
CN/CP Telecommunications, system-wide**	Communications and Allied Workers (CCU)	1,700	CO
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont., and Montreal, Que.	Graphic Communications Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	1,190	MED
E.B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC)	1,500	B
Upper Lakes Shipping Ltd., Great Lakes and St. Lawrence River**	Railway Transport and General Workers (CLC) (unlicensed personnel)	600	B

** Federal jurisdiction

Negotiations in Progress during May 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
RL	- Restraint Legislation
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in June 1984

Employer and Location	Union	No. of Empls.
CL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	292
elleville General Hospital	Service Employees Intl. (AFL-CIO/CLC)	323
rantford General Hospital	Service Employees Intl. (AFL-CIO/CLC)	247
ambridge Memorial Hospital	Service Employees Intl. (AFL-CIO/CLC)	230
arleton University, Ottawa	CUPE (CLC) (clerical empls.)	587
onsumers' Glass Co. Ltd., Toronto	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	680
rown Cork and Seal Co., Concord	United Steelworkers (AFL-CIO/CLC)	227
e Havilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (office and clerical empls.)	400
e Havilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (production empls.)	1,700
ominion Stores Ltd., Intercity	Retail, Wholesale Employees (AFL-CIO/CLC) (retail food full-time and part-time empls.)	9,500
ominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL- CIO/CLC) (Warehouse empls., drivers, helpers)	759
urham Regional Municipality, Whitby	CUPE (CLC) (inside empls.)	324
Idorado Resources Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	385
obicoke General Hospital	Service Employees Intl. (AFL-CIO/CLC)	266
ord Glass Ltd., Toronto	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	350
lobe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC) (editorial empls.)	269
reat Atlantic and Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full-time retail food empls.)	2,600
reat Atlantic and Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (part-time retail food empls.)	5,200

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in June 1984

Employer and Location	Union	No. of Empls.
Halton Board of Education	CUPE (CLC)	226
Halton Board of Education	Employees' Assn. (Ind.) (office, clerical and technical empls.)	235
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CFL)	300
Heinzman Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	350
Hogarth-Westmount Hospital, Thunder Bay	Service Employees Intl.	222
Kerr Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	345
Kroehler Furniture Co. (Div. of Strathearn House), Stratford	Upholsterers (AFL-CIO/CLC)	263
Lakehead University, Thunder Bay	University Professors (Ind.)	260
Laurentian University, Sudbury	University Professors (Ind.)	260
Liquor Control Board and Liquor Licence Board of Ontario, province-wide	Ontario Liquor Board Employees (NUPGE) (CLC)	4,800
London Transit Commission	Transit Union (AFL-CIO/CLC)	380
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	800
Mississauga City Corp., Transit Div.	Transit Union (AFL-CIO/CLC)	330
Mount Sinai Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC)	382
National Research Council, Ottawa	Professional Institute (CLC) (research officers)	902
Ontario Educational Communications Authority, Toronto	Broadcast Employees (CLC)	203
Peel Board of Education, Mississauga	CUPE (CLC) (maintenance and service empls., and drivers)	400
Peel Board of Education, Mississauga	CUPE (CLC) (office and clerical empls.)	500
Peel Board of Education, Mississauga	CUPE (CLC) (part-time custodial and maintenance empls.)	300
Peel Memorial Hospital, Brampton	Service Employees Intl. (AFL-CIO/CLC)	404

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in June 1984

Employer and Location	Union	No. of Empls.
Queen's University, Kingston	CLC Directed Chartered	350
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.)	576
Simcoe County Board of Education	OPSEU (NUPGE) (CLC)	264
St. Catharines General Hospital	Service Employees Intl. (AFL-CIO/CLC)	328
Steinberg Inc. (Miracle Food Mart Div.), (Meat Processing plant), Rexdale	Food and Commercial Workers (AFL-CIO/CLC)	230
Steinberg Inc. (Miracle Food Mart Div.), Intercity	Food and Commercial Workers (AFL-CIO/CLC) (full and part- time retail food empls.)	5,000
Sudbury Board of Education	CUPE (CLC)	387
Sunnybrook Food Market (Keele) Ltd., province-wide	National Council of Canadian Labour (Ind.)	200
Sunnybrook Hospital, North York	Service Employees Intl. (AFL-CIO/CLC)	775
Sunnybrook Hospital, North York	Service Employees Intl. (AFL-CIO/CLC)	381
Toronto Cloak Manufacturers Assn., Toronto	Ladies' Garment Workers (AFL-CIO/CLC)	800
Toronto East General and Orthopaedic Hospital	Service Employees Intl. (AFL-CIO/CLC)	540
Toronto Transit Commission and Gray Coach Lines	Transit Union (AFL-CIO/CLC)	7,500
Treasury Board of Canada*	Multi-Union (printing operations group, non-supervisory empls.)	530
Treasury Board of Canada*	Public Service Alliance (CLC) (fire fighters group)	240
Treasury Board of Canada*	Economists' Sociologists' and Statisticians Assn. (Ind.)	1,725
Union Carbide Canada Ltd., Lindsay	Graphic Communications Union (AFL-CIO/CLC)	260
University of Guelph	Staff Assn. (Ind.)	835
University of Toronto	CUPE (CLC) (libraries)	411
Federal jurisdiction		

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in June 1984

Employer and Location	Union	No. of Empls.
University of Toronto	Service Employees Intl. (AFL-CIO/CLC) (maintenance)	700
University of Toronto	University Professors (Ind.)	3,796
University of Windsor	University Professors (Ind.)	515
Welland County General Hospital	Service Employees Intl. (AFL-CIO/CLC)	243
Wellesley Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC)	351
West Park Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC)	266
Westeel-Rosco Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	275
Woodbridge Foam Corp., Woodbridge	Clothing and Textile Workers (AFL-CIO/CLC)	300
York County Hospital, Newmarket	Service Employees Intl. (AFL-CIO/CLC)	226

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ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO

JUNE 1984

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in June 1984. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in July 1984.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	213
June 1984 Settlements	
Food and Beverage	217
Rubber and Plastic Products	222
Wood	225
Furniture and Fixtures	226
Paper and Allied	226
Printing, Publishing and Allied	228
Machinery	231
Transportation Equipment	232
Non-Metallic Mineral Products	233
Chemical and Chemical Products	234
Mines	234
Communications	236
Electrical Power, Gas and Water Utilities	236
Finance, Insurance and Real Estate	237
Education and Related Services	238
Health and Welfare Services	247
Amusement and Recreation Services	249
Personal Services	250
Local Administration	253
Construction	258
Addendum	
April 1984 Settlement	260
May 1984 Settlements	261
Negotiations in Progress during June 1984	
Covering 200 or More Employees	265
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in July 1984	284

Highlights

Paper. In mid-June, the Canadian Paperworkers reached a settlement with Abitibi-Price, setting a contract pattern for the eastern Canada newsprint industry. The settlement covered 5,000 employees in Ontario, Quebec and Newfoundland, with more than 2,400 of them employed in the company's ten mills in Ontario.

Wages were increased by 2.5 percent on May 1, 1984, 4 percent on May 1, 1985, and 5 percent on May 1, 1986. An additional 1 cent increase in classification increments was provided for on May 1, 1985. By termination of the agreement on April 30, 1987, wage scales will closely match those under the western newsprint agreement as a result of a wage freeze in the first year of that agreement.

The differentials for afternoon and night shifts were increased by 5 cents and 10 cents respectively. The company's contributions for OHIP and extended health care were improved; the fee coverage under the dental plan was upgraded; and the benefit for long-term disability was increased to 55 percent from 50 percent of basic straight-time hourly rate, to a monthly maximum of \$1,650 on July 1, 1984 and \$1,800 on May 1, 1986, from \$1,500.

The parties also agreed to discuss the introduction of a profit-sharing plan at the company's fine paper mill in Thunder Bay prior to May 1, 1985.

Printing. Some 1,300 lithographers and photoengravers were affected by a settlement between the Graphic Communications Union and the Council of Printing Industries of Canada representing 55 companies in Hamilton, London, Ottawa, Toronto and Montreal. More than 92 percent of the employees are employed in Ontario.

General wage increases of 4 percent on January 1, 1984 and 6 percent on January 1, 1985 were provided for in the 2-year agreement. Third Pressmen received an additional 25 cents per hour on each of these dates and on July 1, 1985.

Benefit changes included an increase of \$11.63 per month on April 1, 1984 and \$24.85 on January 1, 1985, in the employer's contribution to the welfare fund; an increase on March 1, 1984, of \$2.68 a month in their contribution for single coverage and \$5.35 for family coverage under OHIP, with a further increase of 70 cents and \$1.40, respectively, on May 1, 1984; and an increase on January 1, 1985, in their contribution to the supplementary retirement disability plan to 6 percent from 5 percent of basic day rates.

Other features of the settlement included an increase of \$50 in the weekly maximum sickness and accident benefit; a change in the employers' contribution rate to the supplemental unemployment benefit plan to 2.5 percent of basic day rates from \$4.50 per week and an increase in maximum funding of the plan to \$300 from \$190 per employee; and increased employer

payments to the training plan to \$2.50 per week on April 1, 1984 and \$3.00 on January 1, 1985, from \$2.00.

The union and the council also reached a 2-year agreement covering 400 bookbinders in Toronto and vicinity. Terms of the settlement were patterned after the lithographers' and photoengravers' agreement, providing for the same general increase in wages, improvements in employer contribution to the supplementary retirement disability plan, and changes in employer contribution rate to the supplemental unemployment benefit plan.

Other provisions included an increase on April 1, 1984, of 98 cents per week in the employer's contribution to the dental plan for full-time employees, and \$1.23 on April 1, 1985; an increase of 20 cents and 25 cents on the respective dates in cash payments to part-time employees in lieu of dental plan coverage; and increased employer contribution of 5 cents per week on June 1, 1984 and January 1, 1985, to the Canadian Graphic Communications Institute Safety and Health Fund.

Government. Settlements of major agreements covering 14,800 municipal employees were reported during June. All were effective for one year from January 1984.

Toronto City, Metropolitan Toronto Municipality, and Metropolitan Toronto Licensing Commission negotiated a joint settlement with the Canadian Public Employees, renewing five agreements covering 11,000 inside and outside employees. Wages were increased by 5 percent, differential for shift work by 2 cents per hour, and premium for regularly scheduled weekend work by 4 cents per hour. Car, clothing and tool allowances were also increased.

London City's 490 outside employees received a 5 percent increase in wages. Its 325 inside staff received a 4.1 percent increase in salaries and an additional 0.9 percent increase in pay increments. Other provisions of the agreements were unchanged.

At Scarborough City, 450 office, clerical and technical employees settled for a 5 percent increase in salaries, an increase of 7 cents per hour in shift differential and 11 cents per hour in the premium for regularly scheduled weekend work. The maximum benefit for long-term disability was increased to \$2,600 from \$2,300 per month.

Firefighters in Hamilton (430), London (325), North York (630) and Scarborough (460) negotiated a 5 percent increase in salaries. No other changes were made to the agreements.

Ottawa City's 590 policemen settled for a 5 percent increase in salaries, and improvements in the City's contributions for extended health care and allowances for meals for out-of-town assignments, clothing and Police College attendance.

School Boards. Major school board agreements covering 6,300 employees were settled during June.

More than 4,800 of employees are teachers who settled for salary increases ranging from 0 to 6.75 percent in ten one-year agreements, with

most receiving 3 to 4.5 percent. Benefit provisions were also changed in five of the agreements. Maximum benefits for life insurance and dental care were increased for catholic teachers in London. Tuition aid and relocation allowances were increased and an early retirement incentive programme was established for secondary teachers in Nippissing. The fee coverage for dental care was upgraded for Provincial Schools Authority teachers and catholic teachers in Prescott-Russell, and the early retirement provision and early retirement incentive programme were improved for secondary teachers in Windsor.

The 1,500 non-teaching employees covered by June settlements received wage increases averaging 5.5 percent. Benefit changes included improved vacations, life insurance and dental fee coverage.

Index to Settlements Reported, June 1984

Employer and Location	Union	Page
Abitibi Price Inc., Ontario, Quebec and Newfoundland	Canadian Paperworkers (CLC) (mill empls.)	226
Cadbury Schweppes Powell Inc., Cadbury Div., Whitby	Auto Workers (CLC)	217
Canada Packers Poultry, Div. of Canada Packers Inc., Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	218
Canadian Independent Commercial Producers Assn., Toronto	Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	249
Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto	Hotel Employees (AFL-CIO/CLC) (full-time and part-time empls.)	250
Canadian Woodwork Manufacturers Association, Inter-city	Carpenters (AFL-CIO)	226
Carlton Cards Ltd., Toronto	Independent Greeting Card Workers (Ind.)	228
Council of Printing Industries of Canada, Toronto and area	Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	229
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto Ont. and Montreal, Que.	Graphic Communications Union (AFL-CIO/CLC) (lithography employees and photoengravers)	230
Dare Foods Ltd. (Biscuit Div.), Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	218
L. Davis Textiles Co. Ltd., Toronto	Clothing and Textile Workers AFL-CIO/CLC)	261
Dome Mines Ltd., South Porcupine	United Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	234
Dubreuil Brothers Ltd., Dubreuilville	Employees' Association (Ind.)	225
E. B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC) (mill empls.)	227
Ford Glass Ltd., Toronto	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	233
Four Seasons Hotel Toronto (Four Seasons Yorkville)	Textile Processors (Ind.)	250
Frontenac County Board of Education,	CUPE (CLC) (office and clerical, custodian and maintenance empls. and non-teaching assistants)	238

Index to Settlements Reported, June 1984

Employer and Location	Union	Page
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	238
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	262
GTR Industrial Products Co. (Canada), a division of the General Tire and Rubber Co. of Canada Ltd., Welland	Rubber Workers (AFL-CIO/CLC)	222
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	238
Halton Board of Education	CUPE (CLC) (full-time empls.)	239
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	253
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CFL)	236
Hastings County Board of Education	CUPE (CLC) (custodial and maintenance empls., bus and truck drivers)	239
H. J. Heinz Company of Canada Ltd., Leamington	Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical and technical and quality control empls.)	220
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	240
London City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	262
London City Corp.	CUPE (CLC) (inside empls.)	253
London City Corp.	CUPE (CLC) (outside empls.)	253
London City Corp.	Fire Fighters (AFL-CIO/CLC)	254
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	240
Metropolitan Toronto Catholic Children's Aid Society, Toronto	CUPE (CLC)	247

Index to Settlements Reported, June 1984

Employer and Location	Union	Page
Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission	CUPE (CLC) (inside and outside empls.)	254
Metropolitan Toronto Plumbing and Heating Contractor's Assn., a division of the Mechanical Contractor's Assn., OLRB Area B	Plumbers, Residential Div. (AFL- CIO/CFL)	258
Midas Canada Inc. and International Parts Manufacturing Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	232
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	241
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	241
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	263
North York City Board of Education	CUPE (CLC) (office, clerical and technical empl. and teacher aides)	264
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	255
Ontario Educational Communications Authority, Toronto	Broadcast Employees (CLC)	236
Ontario Housing Corp. and all Housing Authorities, province-wide (except Metro Toronto)	CUPE (CLC) (office and mainte- nance empl.)	237
Ontario Terrazzo, Tile and Marble Guild Inc., province-wide	Ont. Provincial Conference, Bricklayers (AFL-CIO/CFL)	258
Ottawa City Board of Commissioners of Police	Police Association (Ind.)	255
Ottawa-Carleton Children's Aid Society, Ottawa	OPSEU (NUPGE) (CLC) (full-time and part-time empl.)	247
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	242
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	243
Quaker Oats Company of Canada Ltd. Pet Foods Div., Trenton	Employees Assn. (Ind.)	221

Index to Settlements Reported, June 1984

Employer and Location	Union	Page
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	260
Riverside Hospital of Ottawa	Cdn. Operating Engineers (CCU) (service empls.)	248
Rockwell International of Canada Ltd., Bracebridge	Auto Workers (CLC)	232
Scarborough City Corp.	CUPE (CLC) (office, clerical and technical empls.)	256
Scarborough City Corp.	Fire Fighters (AFL-CIO/CLC)	257
Scarborough Public Library Board	CUPE (CLC)	243
Skyline Hotel-Toronto, Etobicoke	Hotel Employees (AFL-CIO/CLC)	251
Thunder Bay Construction Assn., OLRB Areas 22, 23, 24	Carpenters (AFL-CIO) (Non-ICI construction)	259
Timmins District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	244
Toronto City Board of Education	Educational Assistants' Associa- tion (Ind.)	244
Toronto City Corp.	CUPE (CLC) (inside and outside empls.)	257
Toronto-Residential Air Handling Group, OLRB Area 8	Sheet Metal Workers (AFL-CIO/CFL)	260
Union Carbide Canada Ltd., Lindsay	Graphic Communications Union (AFL- CIO/CLC)	234
University of Waterloo	CUPE (CLC) (plant operations and food services empls.)	264
University of Western Ontario, Physical Plant Dept., London	CUPE (CLC)	245
White Farm Manufacturing Canada Ltd., Brantford	Auto Workers (CLC) (hourly-rated empls.)	231
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	245
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	246

FOOD AND BEVERAGE

Cadbury Schweppes Powell Inc., Cadbury Division at Whitby - Local 222, Auto Workers (CLC)*: A 36-month first agreement effective from February 14, 1984 to February 13, 1987, covering 335 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

* Previously, represented by Local 647, International Brotherhood of Teamsters (Ind.)

Wages:	Effective	Feb. 14/84	Feb. 14/85	Feb. 14/86
General Increases		60¢	56¢	64¢
Grade 4 (includes General Labour)		\$8.80 (\$8.20)	\$9.36	\$10.00
Qualified Journeyman Electro - Mechanic		\$13.56 (\$12.96)	\$14.12	\$14.75

Shift Premium: 0-25¢-35¢ (0-21¢-30¢). Effective February 14, 1985, 0-30¢-40¢. Effective February 14, 1986, 0-35¢-45¢.

Health and Welfare: Life Insurance and A.D. & D. - Coverage is equal to twice annual salary for non-pension plan members. (Previously, \$5,000 coverage).

For pension plan members coverage is equal to twice annual salary, or employees may choose coverage equal to once annual salary plus 25% of annual salary in monthly installments paid to beneficiary for a minimum of 10 years (unchanged).

Long Term Disability - Non-pension plan members are now eligible for the same coverage as pension plan members. 66 2/3% of annual wage up to the yearly maximum pensionable earnings and 60% thereafter up to a maximum benefit of \$1,500 per month, less government offsets. Employer pays 100% of premium costs. (Previously, 60% of annual wage up to a maximum benefit of \$1,000 per month less government offsets. Employer paid 50% of premium costs).

Extended Health - Employer pays 100% (75%) of premium costs.

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim is \$55 per family member every 24 months.

Dental Plan - Effective February 14, 1986, plan is extended to include orthodontic coverage with employer paying 100% of premium costs.

Safety Shoe Allowance: \$45 (\$40) per year. Effective February 14, 1985, \$50. Effective February 14, 1986, \$55.

Tool Allowance: \$130 (\$120) per year for skilled tradesmen. Effective February 14, 1985, \$140. Effective February 14, 1986, \$150.

Canada Packers Poultry, Division of Canada Packers Inc. at Walkerton - Local 1105-P, Food and Commercial Workers (AFL-CIO/CLC): A 20-month renewal agreement effective from August 7, 1984 to March 31, 1986, with wages retroactive to April 1, 1984, covering 320 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/84	Apr. 1/85
General Increases		30¢	35¢
Group A		\$9.36 (\$9.06)	\$9.71
Maintenance Mechanic "A"		\$10.70 (\$10.40)	\$11.05

Start Rate - New employees receive 85% of the base rate, which is reached after 6 months with automatic increases of 5% on the completion of each 2 months' service. (Previously, new employees received 42¢ less than the base rate. Base rate was reached with one 8¢ increase after 7 weeks and one 34¢ increase after a further 6 weeks).

Acting Pay: 25¢ per hour for 3rd Class Stationary Engineer for all hours worked when assigned as Chief Operating Engineer.

Health and Welfare: Weekly Indemnity - Benefits increase to \$202 (\$196) for Job Groups A and B and to \$217 (\$211) for Job Group C and above. Effective April 5, 1985, \$209 and \$224, respectively.

OHIP - Employer contributes up to \$29.75 (\$27) per month for single and \$59.50 (\$54) per month for dependent coverage and will pay additional premiums up to monthly maximums of \$3 (\$5) for single and \$6 (\$10) for dependent coverage when premiums charged are increased over the above amounts.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective April 1, 1985, the 1984 O.D.A. fee schedule.

Separation Allowance - Plant Closing (new): \$250-\$1,275 for employees with 1-10 years' service. Employee with 11-20 year's service receives the 10 year allowance plus \$200 for each year over 10. Employee with 21 or more years' service receives the 20 year allowance plus \$275 for each year over 20.

Dare Foods Limited (Biscuit Division), at Kitchener - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 297 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>	<u>Nov. 1/85</u>
General Increases		60¢	50¢	5¢
Additional Adjustments (Drivers)		20¢*	10¢	10¢
Packer**		\$7.51-\$8.65 (\$7.51-\$8.05)	\$7.51-\$9.15	\$7.51-\$9.20
General Labour		\$8.58-\$8.95 (\$7.98-\$8.35)	\$9.08-\$9.45	\$9.13-\$9.50
Machinist		\$9.95-\$11.09 (\$9.35-\$10.49)	\$10.45-\$11.59	\$10.50-\$11.64

* Actually effective on date of ratification, June 24, 1984.

** No increases on Packer start rate for term of new agreement. The after 30-days rate is 50¢ (40¢) below maximum rate.

Maximum rates are reached upon completion of the 60 days of work probationary period.

Shift Premium: Effective June 24, 1984, 0-25¢-32¢ (0-25¢-30¢). Effective May 1, 1985, 0-25¢-35¢.

Premium Pay: 5¢ per hour for "Utility" (new).

Paid Vacation: Effective May 1, 1985, 4 weeks after 11 (12) years' service.

Health and Welfare: Life Insurance - Effective July 1, 1984, \$12,000 (\$10,000) coverage.

Weekly Indemnity - 66 2/3% of wages, up to a maximum of \$255 per week or UIC maximum, whichever is greater. (Previously, up to a maximum of \$235 per week.)

Extended Health Care - Vision Care benefit (new) is \$100 per 24 months.

Dental Plan - Effective July 1, 1984, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective July 1, 1985, the 1983 O.D.A. fee schedule.

Meal Allowance: \$5 (\$4.50) for truck drivers.

Safety Shoe Allowance: \$45 (\$40) per calendar year.

Tool Allowance: \$90 (\$80) for loss or replacement. Effective in 1985, \$95.

Severance Pay: 4 weeks' pay after 4 years' service and 8 weeks' pay after 10 years. (Previously, 4 weeks' pay after 4 years' service, 7 weeks after 10 years and 8 weeks after 15 years.)

H. J. Heinz Company of Canada Limited at Leamington - Local 459, Food and Commercial Workers (AFL-CIO/CLC) (1,000 plant employees, 105 office, clerical and technical employees and 50 quality control employees): Three 24-month renewal agreements effective from May 1, 1984 to April 30, 1986, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	May 1/84	May 1/85
	COLA Fold-in	\$1.40	
	General Increases	35¢	35¢
	<u>Plant Employees</u>		
	Grade I (Light Production Worker "B")	\$12.63 (\$10.88)	\$12.98
	Grade V (General Production Worker "B")	\$12.90 (\$11.15)	\$13.25
	Grade IX A (Skilled Maintenance "A")	\$14.39 (\$12.64)	\$14.74
	<u>Office, Clerical and Technical Employees</u> <u>Weekly Rates</u>		
	Clerical Group Grade I	\$370.32*-\$473.77 (\$357.19-\$408.14)	\$383.45*-\$486.90
	Technical Group Grade VI	\$438.26*-\$561.50 (\$425.13-\$495.87)	\$451.39*-\$574.63
	<u>Quality Group</u> <u>Weekly Rates</u>		
	Grade I	\$391.97*-\$507.42 (\$377.97-\$437.42)	\$405.97*-\$521.42
	Grade VIII**	\$454.50*-\$578.50 (\$440.50*-\$508.50)	\$468.50*-\$592.50

Start rates - are reached after the 65 working days' probationary period. Increases are granted at 3-month intervals thereafter. Maximum rates are reached, for Grade I, Clerical, after 15 months from date of hire, for Grade I, Quality, after 12 months and, for Grades VI Technical and VII Quality, after 30 months.

* Start rates do not include COLA Fold-in. COLA is paid as an add-on until the 6-month wage rate is reached, then folded-in.

** Classification introduced during term of previous agreement.

Cost of Living Allowance: 7¢ float continues.
 1¢ per 0.325 point rise in the Consumer Price Index - 1971=100 using April, 1984 as the base index month. Adjusted and paid quarterly beginning August. Last adjustment to be paid in May, 1986. (Basic formula unchanged.).

Shift Premium: 0-38¢-57¢ (0-33¢-49¢). Effective May 1, 1985, 0-39¢-58¢.

Health and Welfare: Long-Term Disability - Effective May 1, 1985, \$800 (\$700) per month.
Vision Care - \$80 (\$65) every 2 years. Effective May 1, 1985, \$95.
Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Plan is extended to include denture coverage payable on a 50%/50% co-insurance basis. Effective May 1, 1984, coverage is based on the 1984 O.D.A. fee schedule.

Pension Plan: Basic Benefit - For retirements on or after January 1, 1984, \$17 (\$16) per month per year of service. For retirements on or after January 1, 1985, \$18.
Supplemental Benefit - For retirements on or after January 1, 1984, \$17 (\$16) per month per year of service to a maximum of 30 years. For retirements on or after January 1, 1985, \$18.

Meal Allowance: \$4.50 (\$4.25) for truck drivers.

Quaker Oats Company of Canada Limited, Pet Foods Division at Trenton - Employees' Assn. (Ind.)*: A 24-month first agreement effective from April 1, 1984 to March 31, 1986, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previously, Food and Commercial Workers (AFL-CIO/CLC).

Wages:	Effective	Apr. 1/84	Apr. 1/85
General Increases		65¢	55¢
Skilled Trades Adjustments		23¢	21¢
Classification Adjustments		Reclassified Maintenance Dept., now 3 (6) classifications. Other classifications upgraded to reflect increased responsibilities	
Grade 1 (includes Semi-Moist Packaging)		\$10.67 (\$10.02)	\$11.22

	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
Maintenance Grade 3 (4)	\$12.16 (\$11.28)	\$12.92
Shift Premium:	0-30¢-35¢ (0-25¢-30¢).	
Paid Vacation:	4 weeks after 11 (12) years' service. Effective April 1, 1985, 6 weeks after 30 years (new).	
Bereavement Leave:	5 (3) day's paid leave for death of son and daughter.	
Health and Welfare:	<u>Dependant Life Insurance</u> - Coverage for spouse increases to \$3,000 (\$2,000). <u>Life Insurance for Retirees</u> - 3,000 (2,000) coverage for employees who retire after April 1, 1984, with 10 years' service. <u>Weekly Indemnity</u> - 75% of base rate payable for the first 8 (4) weeks prior to commencement of U.I.C. benefits, and for a further 5 to 18 (9 to 22) weeks, depending on years of service, after U.I.C. benefits cease. <u>Dental Plan</u> - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective in 1985, the 1984 O.D.A. fee schedule. <u>Continuation of Benefits on Lay-off</u> - Employer continues to pay OHIP, Dental, Group Life and Extended Health premiums for approved employees during first full month of lay-off (new).	
Safety Shoe Allowance:	\$60 (\$50) annual maximum.	

RUBBER AND PLASTICS PRODUCTS

GTR Industrial Products Company (Canada), a division of the General Tire and Rubber Company of Canada Ltd. at Welland - Local 455, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1984 to June 1, 1987, covering 450 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	<u>June 1/84</u>	<u>June 1/85</u>
General Increases		25¢
Additional Adjustment		10¢ for Maintenance Tradesman
Product Repair	\$9.94	\$10.19

	<u>June 1/84</u>	<u>June 1/85</u>
Mechanical Product Development 1st Class	\$12.58-\$12.88	\$12.83-\$13.13
Effective	<u>Dec. 1/85</u>	<u>June 1/86</u>
Increases	10¢ boxed increase	25¢
Product Repair	\$10.19	\$10.44
Mechanical Product Development 1st Class	\$12.83-\$13.13	\$13.08-\$13.38
Effective	<u>Dec. 1/86</u>	
Increase	20¢ boxed increase	
Product Repair	\$10.44	
Mechanical Product Development 1st Class	\$13.08-\$13.38	

Previous rates reflect a fold-in of 40¢ boxed increases made during the term of previous agreement.

Probationary period is 3 months. Maximum rate for Mechanical Product Development 1st Class is reached after three 3-month increases. (Previously, on merit).

Cost of Living Allowance:

Provision inoperative in the first year. 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100, using the May CPI as the base in each of the second and third years. Calculated and paid annually with last calculation for each contract year to be for the month of May. Triggered at 6% in each contract year. (Previously, triggered at \$1 in the second contract year and 90¢ in the third year.)

Paid Vacation:

4 weeks after 12 (14) years' service.

Minimum Vacation Pay:

Employee with a minimum of 3 months worked in the vacation year receives a minimum of \$255 (\$189) per week if vacation pay is less due to sickness during a portion of the preceding year.

Health and Welfare:

Life Insurance and A.D. & D. - Effective December 1, 1985, \$16,000 (\$13,000) coverage.

Weekly Indemnity - Maximum benefit increases to \$255 (\$189) per week with a minimum payment of \$187 (\$150) per week.

Survivor Income Disability Benefit and Transition Survivor Income Benefit - Effective December 1, 1985, \$300 (\$250) per month, for a maximum of 24 months.

Pension Plan: Basic Benefit - For employee retiring on or after June 1, 1984, \$15 per month per year for the first 15 years of credited service, \$16.50 per month per year for the second 15 years of credited service and \$17 per month per year for credited service in excess of 30 years. (Previously, a flat \$15 per month per year of credited service.)

Type A Supplementary Benefit - \$11 (\$10) per month per year of credited service to a maximum of 30 years for employee retiring on or after June 1, 1984.

Meal Allowance: \$3 (\$2.50) after 2 hours' unscheduled overtime.

Safety Shoe Allowance: Employer contributes 50% of the cost of 1 pair of shoes or toe caps per year, to a maximum of \$40, but in no case less than \$30. (Previously, no maximum or minimum.)

Week-end Work Crew (new)

Hours of Work: 12 hours per day.

Overtime Pay: Time and one-half after 12 hours worked on Saturday or Sunday, after 40 hours worked in a work week or 8 hours in any work day from Monday to Friday. Double time for all hours worked on a statutory holiday.

Shift Premium: 36¢ per hour worked between 11:00 p.m. and 11:00 a.m.

Reporting Pay: Minimum one-half day's pay at average hourly earnings when the employer fails to notify the employee not to report to work.

Call-in Pay: Minimum 6 hours' pay at straight time rate when an employee is called in on a Saturday or Sunday at a time other than his regular shift because of emergency work.

Paid Holidays: In lieu of days off, 8 hours' pay at average hourly earnings for the following: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving and Christmas Day.

Minimum Vacation Pay: Employee with a minimum of 3 months worked in the vacation year, receives a minimum of \$150 per week if vacation pay is less due to sickness during a portion of the preceding year.

Bereavement Leave: 16 hours' pay when funeral occurs on Monday through Friday, or 24 hours' pay when it occurs on Saturday through Sunday.

Health and Welfare: OHIP - Employer pays 40% of the premium costs.

WOOD

Dubreuil Brothers Limited at Dubreuilville - Employees' Association (Ind.): A
 36-month renewal agreement effective from April 1, 1984 to March 31, 1987, with wages retroactive to September 1, 1983*, covering 250 employees, settled at the conciliation officer stage.
 Duration of negotiations - 4 months.

* Increase on September 1, 1983 was subject to an average increase negotiated by Lecours Lumber, United Sawmill and Mallette Lumber in Northern Ontario, as agreed to during the previous agreement.

Wages:	Effective	<u>Sept. 1/83</u>	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
	General Increases	6%	5%	4%
	General Labour	\$11.09 (\$10.46)	\$11.64	\$12.11
	Mechanic Class A	\$13.89 (\$13.40)	\$14.59	\$15.17
	Effective	<u>Apr. 1/86</u>	<u>Sept. 1/86</u>	
	General Increases	2% of Sept. 1/84 rates	Subject to average increase negotiated by Lecours Lumber, United Sawmill and Mallette Lumber on this date	
	General Labour	\$12.34		
	Mechanic Class A	\$15.46		
Shift Premium:	Effective June 3, 1984, 0-30¢-32¢ (0-28¢-30¢). Effective September 1, 1984, 0-32¢-34¢. Effective September 1, 1985, 0-34¢-36¢.			
Paid Vacation:	Effective June 3, 1984, an additional 1 week at age 60 with 22 years' service, 2 weeks at age 61 with 22 years, 3 weeks at age 62 with 22 years, and 5 weeks at age 64 with 22 years (new).			
Bereavement Leave:	Effective June 3, 1984, spouse's grandparents are added to the provisions for up to 3 days' paid leave.			
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1985, \$22,500 (\$20,000) coverage.			
	<u>Weekly Indemnity</u> - Effective July, 1984, benefit increases to \$265 (\$250) per week. Effective September 1, 1984, \$275. Effective September 1, 1985, \$295.			
	<u>Long Term Disability</u> - Effective September 1, 1985, maximum benefit is \$1,100 (\$1,000) per month up to 50% of gross earnings.			

Dental Plan - Effective June 3, 1984, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective September 1, 1984, the 1983 O.D.A. fee schedule. Effective September 1, 1985, the 1984 O.D.A. fee schedule.

Tool Insurance: Effective June 3, 1984, \$1,200 (\$1,000) coverage.

FURNITURE AND FIXTURES

Canadian Woodwork Manufacturers Association, Inter-city - Local 2679, Carpenters (AFL-CIO): A 24-month renewal agreement effective from April 17, 1984 to April 16, 1986, covering 225 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Apr. 17/84</u>	<u>Apr. 16/85</u>
	General Increase		15¢
	General Factory Labourer	\$7.45	\$7.60
	Labourer	\$10.70	\$10.85
	Cabinet Maker 1st Class	\$12.46	\$12.61

Previous rates reflect 95¢ COLA fold-in.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100 using September 1984 as the base index month. Adjusted quarterly beginning January 15, 1985. To be folded into base rates. (Basic formula unchanged.)

Health and Welfare: Effective June 13, 1984, employer contributes 80¢ (65¢) per hour earned to the Carpenters Union (Industrial Division) Benefit Trust Fund.

Pension Plan (new): Employer Contribution - Effective October 15, 1984, 15¢ per hour worked to the Carpenters Industrial Pension Trust Fund.

Apprenticeship Fund (new): Effective June 13, 1984, employer contributes 1¢ per hour worked.

Car Allowance: 18¢ per kilometer (18¢ per mile) when required to use own car to and from work.

Living Expense Allowance: \$25 (\$12) per day for employee working outside of the Metropolitan Toronto area.

PAPER AND ALLIED

Abitibi-Price Inc. at Ontario, Quebec and Newfoundland - various locals, Canadian Paperworkers (CLC) (mill employees): Eight 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, covering 2,421 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	May 1/84	May 1/85	May 1/86
	General Increases	2.5%	4%	5%
	Additional Adjustment		1¢ per hour added to job classifications prior to 4%	
	Yard Labourer	\$12.83 (\$12.52)	\$13.34	\$14.01
	Journeyman "A"	\$16.62 (\$16.21)	\$17.28	\$18.14

Shift Premium: Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Health and Welfare: OHIP and Extended Health Care - Employer pays 100% of premium costs of the prevailing rates up to April 30, 1987. (Previously, employer paid 100% of premium costs of rates in effect to April 30, 1984.)

Long Term Disability - Effective July 1, 1984, benefit is 55% (50%) of regular straight time hourly rate to a monthly maximum of \$1,650 (\$1,500). Effective May 1, 1986, \$1,800.

Dental Plan - Effective July 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Parties agreed to extend to April 30, 1987 the moratorium on amendments to pension plan.

Profit Sharing Plan: Prior to May 1, 1985, a profit sharing plan to be negotiated at Thunder Bay mill.

E. B. Eddy Forest Products Ltd. at Espanola - Locals 74 and 156, Canadian Paperworkers (CLC) (mill employees): Two 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, covering 745 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 1/84	May 1/85	May 1/86
	General Increases	2.5%	4%	5%
	Additional Adjustments	Rewinder-Black Clawson 35¢ (15¢) and Rewinderman 30¢ (10¢)	1¢ per hour added to job classifications prior to 4%	
	Labourer	\$12.83 (\$12.52)	\$13.34	\$14.01
	Receiving Clerk	\$15.28 (\$14.91)	\$15.90	\$16.70
	Tradesman 1	\$16.80 (\$16.39)	\$17.47	\$18.34

Shift Premium:	Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).
Bereavement Leave:	Applicable number of days to be added to vacation or floating holiday payments, where bereavement occurs during vacation or floating holidays.
Health and Welfare:	<u>Life Insurance</u> - Effective July 1, 1984, benefit is 1 1/2 times earnings to a maximum of \$60,000 coverage. (Previously, 1 time earnings with \$25,000 minimum.) <u>Long Term Disability</u> - Effective July 1, 1984, benefit is 55% (50%) of regular straight time hourly rate to a monthly maximum of \$1,650 (\$1,500). Effective May 1, 1986, \$1,800. <u>Dental Plan</u> - Effective July 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.
Trade Training (new):	Three groups of apprentices to be paid base rates in effect May 1, 1984, plus adjustments of 15¢ to \$3.28 per hour depending on trade and hours of training completed, with 1st Class Trade Rate reached at the end of program.
Profit Sharing Plan:	Prior to May 1, 1985, a profit sharing plan to be negotiated and implemented, subject to ratification by the members of Locals 74 and 156.

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Limited at Toronto - Independent Greeting Card Workers of Canada (Ind.): A 12-month agreement on wages as a result of a reopener provision for the last year of a three-year agreement covering 1,000 employees and expiring June 30, 1985, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/84</u>
	General Increase	6%
	General Factory Help	\$5.62-\$6.23 (\$5.30-\$5.88)
	Head Pressman	\$15.01-\$18.76* (\$14.16-\$17.35)

* The top rate reflects an adjustment of 37¢ per hour.

Probationary period is 90 calendar days. Maximum rate for General Factory Help is reached automatically after 9 months and for Head Pressman may be reached after 2 automatic and 6 merit increases over 4 years.

Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.
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Council of Printing Industries of Canada, Toronto and area - Local 500M, Graphic Communications Union (AFL-CIO/CLC) (bookbinders): A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 404 employees, settled with mediation assistance. Duration of negotiation - 6 months.

Wages:	Effective	Jan. 1/84	Jan. 1/85
General Increases*		4%	6%
Journey II		\$10.42 (\$10.02)	\$11.05
Journey I		\$14.89 (\$14.32)	\$15.78

* No increase on Student rate (\$5.25) for the term of new agreement.

Journey II Apprentice Scale as a Percentage of Journey II rate:

1st 6 months	71% (Previously, 50%-70% of Journeyman
2nd 6 months	79% I rate)
3rd 6 months	86%
4th 6 months	93%
Thereafter	100%

Journey II Assistant - 93% of Journey II rate. (Previously, 65% of Journey I rate.)

Bereavement Leave: Brother-in-law and sister-in-law are added to the provisions for 1 day's paid leave to attend funeral.

Health and Welfare: Long Term Disability - Effective January 1, 1985, employer contributes 6% (5%) of basic day rate to G.C.I.U. Supplemental Retirement Disability Plan.

Welfare Plan - Effective April 1, 1984, employer contributes \$15.52 (\$13.82) per week per employee to premium cost of all insured benefits exclusive of dental premiums. Effective April 1, 1985 \$20.03 per week.

Dental Plan - Effective April 1, 1984 employer contributes \$6.15 (\$5.17) per week to premium cost per full-time employee. Effective April 1, 1985, \$7.38 per week. Part-time employee receives \$1.23 (\$1.03) and \$1.48, respectively, in lieu of dental plan coverage.

Supplementary Unemployment Benefit Plan: Employer contributes 2.5% of basic day rate per week per employee. (Previously, \$4.50 per week per employee.)

Safety and Health Fund: Effective June 1, 1984, employer contributes 30¢ (25¢) per week per employee to the Canadian Graphic Communications Institute Safety and Health Program. Effective January 1, 1985, 35¢.

Council of Printing Industries of Canada at Hamilton, London, Ottawa and Toronto Ont. and Montreal, Que. - Various locals, Graphic Communications Union (AFL-CIO/CLC) (lithography employees and photoengravers): A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 1,190 Ontario employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/84	Jan. 1/85	July 1/85
General Increases		4%	6%	
Additional Adjustments		25¢ for Third Pressman; Assistant Web Pressman re-classified as Third Pressman.	25¢ for Third Pressman	25¢ for Third Pressman
Floor Helper (after 6 months)		\$8.84 (\$8.50)	\$9.37	
Platemaker (non-trade platemaking shop) (key industry rate)		\$17.89 (\$17.20)	\$18.96	
Journeyman Pressman (4 colour press-over 1610 mm)		\$20.85 (\$20.05)	\$22.10	
<u>Photoengraver (Toronto and Hamilton)</u> <u>Minimum Weekly Rates</u>				
Journeyman (Day Shift)		\$641.28 (\$616.62)	\$679.76	
Journeyman (Night Shift)		\$718.23 (\$690.61)	\$761.33	

Health and Welfare: Graphic Communications Benefit Plan - Effective April 1, 1984, employer contributes \$93.91 (\$82.28) per month per employee. Effective January 1, 1985, \$118.76.

Weekly Indemnity - Effective January 1, 1985, maximum benefit increases to \$350 (\$300) per week.

O.H.I.P. - Effective March 1984, employer contributes \$14.18 (\$11.50) per month for single coverage and \$28.35 (\$23.00) per month for family coverage. Effective May 1984, \$14.88 and \$29.75 respectively.

Long Term Disability - Effective January 1, 1985, employer contributes 6% (5%) of basic day rate to G.C.I.U. Supplemental Retirement Disability Plan.

Supplemental
Unemployment
Benefit Plan:

Effective April 1, 1984, employer contributes 2.5% of basic day rate per week per employee. (Previously, \$4.50 per week per employee.) Benefits reductions to commence when fund is below 60% (20%) of fully funded position. Maximum funding \$300 (\$190) per employee.

Training Program
Fund:

Effective April 1, 1984, employer contributes \$2.50 (\$2.00) per week per employee. Effective January 1, 1985, \$3.00.

MACHINERY

White Farm Manufacturing Canada Limited, formerly White Farm Equipment Canada Ltd. at Brantford - Local 458, Auto Workers (CLC) (hourly-rated employees): A 36-month renewal agreement effective from April 1, 1984 to March 31, 1987, covering 661 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages: No increase in rates that were in effect at the conclusion of the previous contract.

Effective

Apr. 1/84

Day Workers

Labourer

\$9.92

Assembler

\$10.33

Tool & Die Maker

\$12.01

Cost of Living
Allowance:

\$3.30 generated in the previous contract continues to float.

1¢ per 0.26 change in the Consumer Price Index - 1971=100, using February 1984 as base. Adjusted quarterly and paid weekly*. (Previously, paid quarterly in a lump sum.)

* The first 50¢ generated after May 1, 1984, is diverted to fund benefits.

Vacation and
Christmas Bonus:

Eliminated. (Previously, \$100 to eligible employee.)

Paid Personal
Holidays:

Eliminated. (Previously, 7 PPH days.)

Health and
Welfare:

Drug Plan - Coverage limited to prescription drugs.

Meal Allowance:

Eliminated. (Previously, \$3.)

TRANSPORTATION EQUIPMENT

Midas Canada Inc. and International Parts Manufacturing Limited at Toronto - Local 6727, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1984 to April 1, 1986, covering 201 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
	General Increases	65¢	65¢
	General Help	\$9.92 (\$9.27)	\$10.57
	Machinist A	\$11.92 (\$11.27)	\$12.57
Paid Vacation:	4 (3) weeks at 8% (6.8%) after 12 years' service. Sliding scale for vacation entitlement is eliminated. Effective April 1, 1985, 5 (4) weeks at 10% (9%) after 20 years.		
Health and Welfare:	<u>Weekly Indemnity</u> - Maximum benefit increases to \$180 (\$170) per week payable on a 1-1-8-26 basis. Effective April 1, 1985, \$200. <u>Dental Plan</u> - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective April 1, 1985, employer pays 100% (75%) of premium costs.		
Pension Plan:	<u>Basic Benefit</u> - \$7 per month per year of service. (Previously, \$5 per month per year of past service, and \$7 per month per year of future service.) Effective April 1, 1985, \$8.		
Paid Union Leave (new):	<u>Negotiation Committee</u> - Maximum of 5 members receive up to 8 hours straight-time pay for each day of regular work week while negotiating new agreement.		

Rockwell International of Canada Ltd. at Bracebridge - Local 61, Auto Workers (CLC): A 24-month renewal agreement effective from June 10, 1984 to June 9, 1986, covering 233 employees, settled during a work stoppage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 10/84</u>
	COLA Fold-in	37¢
	General Labour	\$9.79 (\$9.42)
	Journeyman Electrician	\$11.87 (\$11.50)
Lump Sum Payment:	\$1,000 for all employees, payable on June 10, 1984 and June 10, 1985.	
Cost of Living Allowance:	Provision inoperative during the life of the agreement except for one quarterly payment in March, 1986. Calculation based on 1¢	

per 0.45 (0.4) point change in the Consumer Price Index - 1981=100 (1961=100), for the three months ending February, 1986.

Bereavement Leave:

Step-mother, step-father and step-child are added to the provisions for 3 days' paid leave.

Health and Welfare:

Life Insurance and A.D. & D. - Effective July 1, 1984, \$13,000 (\$12,000) coverage. Effective July 1, 1985, \$14,000.

Life Insurance for Retirees - Effective July 1, 1984, \$2,000 (\$1,000) coverage.

Weekly Indemnity - Effective July 1, 1984, benefit increases to \$175 (\$165) per week. Effective July 1, 1985, \$185.

Semi-Private Hospitalization (new) - Effective July 1, 1984, employer contributes \$10 towards the premium costs.

Dental Plan - Effective July 1, 1984, plan is extended to include endodontic and periodontic coverage.

Pension Plan:

Basic Benefit - \$8.95 (\$7.95) per month per year of service. Effective July 1, 1985, \$9.95.

NON-METALLIC MINERAL PRODUCTS

Ford Glass Limited, formerly Pilkington Glass Industries Limited (Pilkington Glass Manufacturing Division) at Toronto - Local 295, Aluminum, Brick and Glass Workers (AFL-CIO/CLC) formerly, Glass and Ceramic Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 2, 1984 to June 1, 1987, covering 350 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:

Effective	<u>June 2/84</u>	<u>June 2/85</u>	<u>June 2/86</u>
General Increases	53¢	58¢	69¢
Labourer	\$11.70 (\$11.17)	\$12.28	\$12.97
Instrument Maintenance Man	\$14.00 (\$13.47)	\$14.58	\$15.27

Student rate is 80% (100%) of base rate.

Red Circled Rates - Effective in the second year, employee receives general increases negotiated for each year of this agreement less 10¢ per hour each year, which will eliminate red circled rates.

Cost of Living Allowance:

1¢ per 0.3 change in the Consumer Price Index - 1971=100, using the average CPI for March, April and May in each of the second and third years as base. Adjusted quarterly. Triggers at 5% (10%) each year. (Previously, formula did not trigger. Basic formula is unchanged.)

Health and Welfare: Life Insurance - \$23,000 (\$21,000) coverage. Effective June 2, 1985, \$25,000. Effective June 2, 1986, \$27,000.

Dental Plan - Effective June 2, 1986, coverage is based on the 1986 (1982) Ontario Dental Association fee schedule. Blue Cross rider #5 (#3) is implemented and payable on a 50%-50% co-insurance basis.

Continuation of Benefits - All coverage, except dental plan, for laid-off employee continues for up to 3 (1) months depending on length of continuous service.

Pension Plan: Basic Benefit - \$16 (\$14.50) per month per year of service. Effective June 2, 1985, \$17.50.

Early Retirement - At age 58 (61) with 30 years' service without actuarial reduction and with an add-on of \$400 per month to age 65. Effective June 2, 1986, add-on increases to \$450.

CHEMICAL AND CHEMICAL PRODUCTS

Union Carbide Canada Limited at Lindsay - Local 512, Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	July 1/84	July 1/85
General Increases		46¢	39¢
Additional Adjustment		7¢ for maintenance employees	
Inspecting/ Wrapping Operator		\$8.57-\$8.82 (\$8.11-\$8.36)	\$8.96-\$9.21
Labourer		\$9.04-\$9.29 (\$8.58-\$8.83)	\$9.43-\$9.68
Electronic Technician		\$11.26-\$12.16 (\$10.73-\$11.63)	\$11.65-\$12.55

Probationary period is 12 weeks. Maximum rate for Inspecting/Wrapping Operator and Labourer is reached after completion of probation period, and for Electronic Technician is reached on merit.

MINES

Dome Mines Limited at South Porcupine - Local 7580, United Steelworkers (AFL-CIO/CLC) (mine, mill and plant employees): A 24-month renewal agreement effective from April 18, 1984 to April 17, 1986, covering 625 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Apr. 18/84</u>	<u>Apr. 18/85</u>
	Increases	36¢-64¢*	50¢
	Job Class 1 (includes Labourer)	\$11.71 (\$11.35)	\$12.21
	Job Class 8 (includes Driller 1st Class)	\$12.90 (\$12.40)	\$13.40
	Job Class 14 (includes Electrician)	\$13.92 (\$13.30)	\$14.42
	Job Class 15 (includes Electric Shop Leader)	\$14.09 (\$13.45)	\$14.59

* Established by increasing Job Class 8 by 50¢ and increasing increments between Job Classes to 17¢ (15¢).

Cost of Living Allowance: Effective April 18, 1985, 1¢ per 0.35 point rise in the Consumer Price Index - 1971=100, using March 1985 as the base index month. Triggers at 6% (8%). Calculated and adjusted monthly. To be folded into base rates at the end of the contract. (Basic formula unchanged; formula did not trigger.)

Shift Premium: Effective June 25, 1984, 0-35¢-40¢ (0-30¢-35¢).

Sunday Premium: Effective June 25, 1984, 70¢ (60¢) per hour.

Bereavement Leave: Grandchild is added to the provision for up to 3 days' paid leave.

Paid Holidays: Effective January 1, 1985, 1 floating holiday is added and is to be taken in the month of the employee's birthday, for a total of 12 (11) days.

Health and Welfare: Life Insurance and A.D. & D. - Effective June 25, 1984, \$15,000 (\$14,000) coverage. Effective April 18, 1985, \$16,000.

Dome Mines' Sick Pay Plan - Effective June 25, 1984, benefit is 50% of regular salary commencing with the third day of illness for up to 30 consecutive working days and 60% thereafter for up to a maximum of 6 months. (Previously, payable on the first day of illness for up to a maximum of 6 months.)

Long Term Disability (new) - Effective July 1, 1984, benefit is \$500 per month.

Safety Prescription Glasses: Effective June 19, 1984, employer contributes an additional \$25 towards the purchase of an additional pair of prescription safety glasses for employee requiring a replacement every 6 months.

Dental Plan - Effective June 25, 1984, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1985, \$13 (\$12) per month per year of future service.

COMMUNICATIONS

The Ontario Educational Communications Authority at Toronto - Local 72, Broadcast Employees (CLC): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 208 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/84</u>	<u>Jan. 1/85</u>	<u>July 1/85</u>
	Average Increases	5.5%	6.4%	7%
	Additional Adjustment	Restructuring of wage schedule including the addition of Group P		
	<u>Annual Rates</u>			
	Group A (includes Clerk-Typist)	\$13,781-\$15,921 (\$11,129-\$15,094)	\$14,616-\$16,965	\$15,660-\$18,166
	Group O (includes Technical Director)	\$27,301-\$32,729 (\$22,071-\$31,142)	\$30,537-\$36,279	\$32,677-\$38,837

Probationary period is 3 months. Maximum rate for Clerk-Typist is reached after two 6-month and one 12-month increases and for Technical Director after three 12-month increases. (Previously, after four 6-month and two 12-month increases for Clerk-Typist and after two 6-month and four 12-month increases for Technical Director.)

ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton City Hydro-Electric Commission - Local 138, Electrical Workers (IBEW) (AFL-CIO/CFL): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	July 1/84
	General Increase	4.65%
	Groundman	\$10.41-\$11.90 (\$9.95-\$11.37)
	Lineman 1st Class	\$16.03 (\$15.32)
<u>Office Empls.</u> (36 1/4 hours per week)		
	Grade 1 (including General Clerk III)	\$249.54-\$278.84 (\$238.45-\$266.45)

July 1/84

Grade 9 (Engineering Technician)	\$553.81-\$646.11 (\$529.20-\$617.40)
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Probationary period is 6 months. Maximum rate for Groundman is reached after 12 months, for General Clerk III after 1 year and for Engineering Technician after 3 years.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and all Housing Authorities, province-wide (except Metro Toronto) - Local 767, Canadian Union of Public Employees (CLC) (office and maintenance employees): A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	4.8%	5%
	Clerk 1	\$6.55-\$7.34 (\$6.25-\$7.00)	\$6.88-\$7.70
	Labourer	\$9.93 (\$9.47)	\$10.42
	Painter	\$10.94 (\$10.44)	\$11.49

Probationary period is 60 working days. Maximum rate for Clerk 1 is reached after 4 annual increases.

Lead Hand 65¢ (60¢) per hour.
Premium:

Paid Vacation: Effective July 1, 1984, 4 weeks after 9 (10) years' service and 5 weeks after 18 (19) years.

Maternity Leave: Effective July 1, 1984, first 2 weeks at 93% of regular salary plus an additional 15 weeks at difference between UIC benefits and 93% of salary. (Previously, in accordance with the Employment Standards Act.)

Health and Welfare: Life Insurance - Effective August 1, 1984, coverage is 75% of annual salary for casual permanent employees (new).

OHIP - Effective August 1, 1984, coverage is prorated for casual permanent employees (new).

Extended Health Care - Effective August 1, 1984, employer pays 100% of premium costs for casual permanent employees (new).

Dental Plan - Effective July 1, 1984, coverage is based on the current (1983) Ontario Dental Association fee schedule.

EDUCATION AND RELATED SERVICES

Frontenac County Board of Education - Locals 1480 and 1727, Canadian Union of Public

Employees (CLC) (office and clerical and custodian and maintenance employees and non-teaching assistants): Three 24-month renewal agreements effective from January 1, 1984 to December 31, 1985, covering 503 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/84	Jan. 1/85
	General Increases	50¢	6.5%
	Cafeteria Assistant	\$8.20 (\$7.70)	\$8.73
	Caretaker	\$8.97-\$9.52 (\$8.47-\$9.02)	\$9.55-\$10.17
	Craftsman 1 (Certified Electrician)	\$12.21 (\$11.71)	\$13.00
Shift Premium:	0-24¢-24¢ (0-20¢-20¢). Effective January 1, 1985, 0-28¢-28¢.		
Paid Vacation:	3 weeks after 2 (4) years' service, 4 weeks after 8 (10) years' and 5 weeks after 18 (20) years' for custodian and maintenance and office and clerical employees.		

Health and Welfare: Dental Plan - Effective August 1, 1984, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

Frontenac County Board of Education - Federation of Women Teachers' Associations of

Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 657 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/84
	General Increase	4%
	Teacher - Category D 0-6 years	\$17,870-\$23,843 (\$17,183-\$22,926)
	Teacher - Category A1 0-11 years	\$21,586-\$36,188 (\$20,756-\$34,796)
	Teacher - Category A4 0-12 years	\$25,104-\$43,886 (\$24,138-\$42,198)

Haldimand Board of Education - Federation of Women Teachers' Associations of Ontario

and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective September 1, 1984 to August 31, 1985, covering 223 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/84
	General Increase	3%
	Teacher-Category D 0-6 years	\$15,435-\$21,454 (\$14,985-\$20,829)
	Teacher-Category A1 0-11 years	\$20,405-\$34,734 (\$19,811-\$33,722)
	Teacher-Category A4 0-11 years	\$24,356-\$43,416 (\$23,647-\$42,151)

Halton Board of Education - Local 1011, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 226 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	July 1/84
	Average Increase	5.3%
	Additional Adjustment	Restructuring of wage schedule
	Caretaker (Days)	\$9.86-\$10.15 (\$9.37-\$9.65)
	Maintenance 1	\$11.83 (\$10.65)

Probationary period is 3 months. Maximum rate for Caretaker is reached after one 3-month and one 9-month increase.

Responsibility Allowances: 21¢ (20¢) per hour for Head Caretaker in a school with an indoor swimming pool.

6¢ (5¢) per hour for Caretaker required to possess Stationary Engineer's Papers.

Paid Holiday: 1 day (2 1/2 hours) to be taken on December 24 or December 31 for employee responsible for securing facilities prior to his departure.

Paid Vacation: 3 weeks after 3 (4) years' service, 4 weeks after 9 (10) years and 6 weeks after 26 (27) years.

Health and Welfare: Life Insurance - Extended to include 1 to 5 (3 to 5) times employee basic earnings to a maximum coverage of \$25,000.

Extended Health Care - \$80 (\$60) vision care benefit.

Hastings County Board of Education - Local 1022, Canadian Union of Public Employees (CLC) (custodial and maintenance employees, bus and truck drivers): A 24-month renewal agreement effective from April 19, 1984 to April 18, 1986, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 19/84</u>	<u>Apr. 19/85</u>
	General Increase	5%	6%
	Custodian	\$8.87-\$9.48 (\$8.45-\$9.03)	\$9.40-\$10.05
	Maintenance "A"	\$10.35-\$10.67 (\$9.86-\$10.16)	\$10.97-\$11.31

Maximum rate for Maintenance "A" is reached upon completion of a 3-month probationary period, and for Custodian after one 3-month and 2 annual increases.

Health and Welfare:	Life Insurance and A.D. & D. - Supplementary life insurance benefit increased to \$100,000 (\$75,000) to bring total available benefit to \$125,000 (\$100,000).
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Kent County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 303 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	3.25%
	Teacher-Category D 0-6 years	\$15,380-\$21,650 (\$14,900-\$20,970)
	Teacher-Category A1 0-10 years	\$19,950-\$33,520 (\$19,320-\$32,460)
	Teacher-Category A4 0-12 years	\$24,020-\$41,580 (\$23,260-\$40,270)

Responsibility Allowance: Increased by 3.25%.

London and Middlesex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	3.5%
	Teacher-Category D 2-8 years	\$17,360-\$23,320 (\$16,773-\$22,531)
	Teacher-Category A1 0-10 years	\$19,063-\$32,341 (\$18,418-\$31,247)

Sept. 1/84

Teacher-Category A4	\$23,150-\$42,552
0-10 years	(\$22,367-\$41,113)

Health and
Welfare:

Life Insurance - Coverage maximum \$125,000 and \$150,000
(\$100,000.)

Dental Plan - Major restorative coverage with 50% reimbursement
of cost to a maximum of \$2,500 per year per family (new.)
Orthodontic coverage lifetime maximum \$2,000 (\$1,000) per person.

Transportation
Allowance:

23¢ (22¢) per kilometer.

Middlesex County Board of Education - Ontario Secondary School Teachers' Federation
(Ind.): A 12-month renewal agreement effective from September 1,
1984 to August 31, 1985, covering 225 employees, settled at the
bargaining stage. Duration of negotiations - 2 months.

Wages:

Effective	<u>Sept. 1/84</u>
General Increase	4.5%
Teacher-Category I	\$20,058-\$34,893
0-10 years	(\$19,194-\$33,390)
Teacher-Category IV	\$24,041-\$44,209
0-12 years	(\$23,006-\$42,305)
Vice-Principal	\$50,020-\$52,240
	(\$47,870-\$49,990)
Principal	\$55,430-\$59,465
	(\$53,040-\$56,910)

Nipissing Board of Education - Ontario Secondary School Teachers' Federation and
Association des Enseignants Franco Ontariens (Ind.): A 12-month
renewal agreement effective from September 1, 1984 to August 31,
1985, covering 363 employees, settled at the bargaining stage.
Duration of negotiations - 5 months.

Wages:

Effective	<u>Sept. 1/84</u>
General Increase	4.4%
Teacher A1-1	\$21,378-\$35,002
0-11 years	(\$20,477-\$33,527)
Teacher A4-4	\$25,458-\$44,396
0-11 years	(\$24,385-\$42,525)
Vice-Principal	\$50,437-\$53,623
0-4 years	(\$48,311-\$51,362)
Principal	\$56,941-\$60,127
0-4 years	(\$54,541-\$57,592)

Night and Summer School Salaries:	Principal and Coordinator, Night School	\$2,022-\$5,634 (\$1,937-\$5,397), depending on enrollment
	Principal, Summer School	\$5,500 (\$4,568)
	Teacher of Credit Courses	\$30 per hour (\$20.50 per hour minimum)
Responsibility Allowances:	Director (Commercial and Technical)	\$3,783 (\$3,624)
	Major Department Head	\$3,585 (\$3,434)
	Minor Department Head	\$2,348 (\$2,249)
	Assistant Department Head	\$1,926 (\$1,845)
	Subject Chairman	\$1,527 (\$1,463)
	Consultant (new)	\$3,585
	Co-ordinator (new)	\$3,783
Extra Degree Allowance:	\$626 (\$600) for either Ph.D. or Masters Degree, but not both.	
Expense Allowance:	Principal	\$496 (\$475)
	Vice-Principal	\$248 (\$238)
Tuition Fee Allowance:	\$209 (\$200) per course, maximum 2 per year. \$3,132 (\$3,000) maximum board commitment.	
Relocation Allowance:	\$1,044 (\$1,000) maximum moving costs, and \$3,132 (\$3,000) maximum related expenses.	
Early Retirement Incentive Plan (new):	During the 1984-85 school year only, employee with 10 years' service opting to retire at age 55 or below receives 50% of his gross salary, payable over up to 4 years. The sum is reduced for retirement prior to age 65 by 5% per year. Teachers who have reached the 90 factor receive 25% of their gross salary at the date of retirement.	

Prescott-Russell County Roman Catholic Seperate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	5%
	Teacher-Category D 0-7 years	\$15,450-\$22,540 (\$14,715-\$21,465)
	Teacher-Category A1 0-10 years	\$20,510-\$35,330 (\$19,530-\$33,645)
	Teacher-Category A4 0-10 years	\$25,130-\$43,260 (\$23,930-\$41,200)
Responsibility Allowance:	Principal - \$4,460 (\$4,250) plus \$75 (\$70) per Classroom. Vice-Principal - \$2,230 (\$2,125) plus \$40 (\$35) per classroom. Substitute Principal - \$343 (\$327). Co-ordinator - \$2,860 (\$2,725) per year.	

Special Education Allowance: Employee receives \$343 (\$327) per year for full-time teaching of exceptional children.

Health and Welfare: Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Provincial Schools Authority, province-wide - Federation of Provincial Schools Authority Teachers (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 470 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Effective Sept. 1/84

General Increase 3.41%

Teacher-Category E1 \$15,587-\$21,619
0-5 years (\$15,073-\$20,906)

Teacher-Category E4 \$20,679-\$34,779
0-9 years (\$19,997-\$33,632)

Teacher-Category E7 \$25,804-\$43,427
0-10 years (\$24,953-\$41,995)

Responsibility Allowance: Pre-School Educator (new) \$735

Resource Services \$735

Consultant (new)

Health and Welfare: Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Scarborough Public Library Board - Local 1877, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 245 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: Effective Jan. 1/84

General Increase 5%

Annual Rates

Clerical \$14,997-\$17,917
Code 1 (\$14,283-\$17,064)

Librarian IV \$32,112-\$39,006
(\$30,583-\$37,149)

Probationary period is 65 working days. Maximum rates are reached after four annual increases.

Timmins District Roman Catholic Seperate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 284 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	4%	2.75% non-compounded
	Teacher-Category D1 0-8 years	\$16,794-\$22,794 (\$16,148-\$21,916)	\$17,238-\$23,390
	Teacher-Category A1-IV 0-10 years	\$21,274-\$33,434 (\$20,456-\$32,146)	\$21,837-\$34,317
	Teacher-Category A4-V11 0-11 years	\$24,942-\$41,112 (\$23,983-\$39,526)	\$25,602-\$42,190
Responsibility Allowances:	Principal up to 7 teachers Per teachers over 7	\$6,422 (\$6,175) \$227 (\$218)	\$6,591 \$233
	Vice-Principal up to 7 teachers Per teachers over 7	\$3,212 (\$3,088) \$113 (\$109)	\$3,296 \$116
	Supervisor	\$4,016 (\$3,862)	\$4,123
	Consultant	\$1,915-\$3,251 (\$1,841-\$3,126)	\$1,965-\$3,337*
	Special Education	\$957-\$2,678 (\$920-\$2,575)	\$982-\$2,749*

* Depending on qualifications.

Toronto City Board of Education - Educational Assistants' Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 578 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Educational Assistant	\$9,024-\$11,548 (\$8,594-\$10,998)
	Probationary period is 9 months. Maximum rate is reached after 3 automatic annual increases.	

Paid Vacation: 4 weeks after 9 (10) years' service.

Health and Welfare: Dental Plan - Effective June 1, 1984, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

University of Western Ontario, Physical Plant Department at London - Local 2361,
Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from May 1, 1984 to April 30, 1985, covering 331 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/84</u>
	General Increase	3.7%
	Service Worker 1	\$7.11 (\$6.86)
	Caretaker	\$9.14
	Intermediate	(\$8.81)
	Electrician	\$14.04 (\$13.54)

Call-In Pay: Minimum 3 hours at time and one-half when required to work before scheduled hours. (Previously, minimum 3 hours at time and one half when required to work more than 2 hours before scheduled hours.)

Safety Shoe Allowance: \$45-\$60 (\$35-\$45) depending on type of shoe required.

Tool Allowance (new): \$20-\$60 per year depending on classification.

Windsor City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 725 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/84</u>
	Increase	0%-5%
	Teacher - Level 1 0-4 years	\$18,945-\$24,785 (\$18,945-\$23,718)
	Teacher - Level 4 0-9 years	\$23,080-\$36,392 (\$23,080-\$34,825)
	Teacher - Level 7 0-9 years	\$26,181-\$43,903 (\$26,181-\$41,812)
	Vice-Principal 0-2 (0-4) years	\$44,668-\$47,178 (\$42,727-\$45,363)

Sept. 1/84

Consultant	\$44,668-\$47,178
0-2 years	(\$43,792-\$45,363)
Co-ordinator	\$46,270-\$49,221
0-2 years	(\$45,363-\$47,328)
Principal	\$48,661-\$55,185
0-4 (0-7) years	(\$45,363-\$53,062)

Pension Plan: Early Retirement - Employee with 10 years service may retire with an unreduced pension at age 55 or younger if 70% pension has been obtained (new).

Early Retirement Incentive - For employee eligible for a full pension, \$10,000 if retirement is in the first year of eligibility at or before age 60, \$5,000 if retirement is in the second year at or before age 60. For employee not eligible for a full pension, \$10,000 if retirement is at or before age 60. For employee eligible for a full pension after age 60 but before age 63, \$5,000 if retirement is in the first year of eligibility. (Previously, \$2,000 to \$10,000 for all employees depending on year of eligibility and age.)

Bereavement Leave: Relatives of spouse are added to the provisions for up to 3 days' paid leave to attend funeral. (Previously, brother-in-law, sister-in-law, aunt and uncle.)

Windsor City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 675 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	5% applied to last increment in each category
	Teacher-Category I	\$22,813-\$37,078
	0-9 years	(\$22,813-\$35,312)
	Teacher-Category IV	\$25,914-\$44,372
	0-9 years	(\$25,914-\$42,259)
	Consultant or Director	\$45,866-\$49,785
	0-2 years	(\$45,866-\$47,414)
	Co-ordinator	\$47,414-\$51,814
	0-2 years	(\$47,414-\$49,347)
	Vice-Principal	\$47,878-\$52,159
	0-2 years	(\$47,878-\$49,675)
	Principal	\$52,740-\$59,152
	0-2 years	(\$52,740-\$56,335)

Previous rates include \$2,358 COLA payment paid as a lump sum until August 31, 1984.

Cost of Living Provision: Deleted. (Previously, suspended to comply with the Inflation Restraint Act, 1982. Although the clause was suspended, the float continued and the lump sum payment was folded into wages in June, 1984.)

Responsibility Allowance:	Department Head	\$2,855 (\$2,730)
	Assistant Director	\$2,095 (\$1,995)
	Assistant Co-ordinator	\$1,800 (\$1,714)
	Resource Teacher	\$1,545 (\$1,470)
	Assistant Department Head	\$1,325 (\$1,260)
	Music	\$525 (\$500)
	Dean of Girls	\$500 (\$476)

Bereavement Leave: Grandparents are added to the provision for a maximum of 3 days' paid leave.

HEALTH AND WELFARE SERVICES

Metropolitan Toronto Catholic Children's Aid Society - Local 2190, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective January 1, 1984 to December 31, 1984, covering 220 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages: Effective May 24/84

General Increase 4%

Annual Rates

Child Care Worker I \$16,290-\$20,450
(\$15,665-\$19,665)

Social Worker VI \$29,600-\$36,940
(\$28,460-\$35,520)

Probationary period is 6 months. Maximum rates are reached after 4 years.

Retroactive Pay: Effective January 1, 1984, lump sum payment equivalent to an increase of 3.6%, in order to maintain total cost of settlement at 5%.

Night Duty: 5% increase in week-nights and weekend call payments.

Mileage Allowance: Rates will be in accordance to the Provincial Government amendments as they become available.

Ottawa-Carleton Children's Aid Society - Local 454, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time employees): Two 12-month renewal agreement effective January 1, 1984 to December 31, 1984, covering 187 full-time and 165 part-time employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages: Effective Apr. 1/84

General Increase 4.25%

Apr. 1/84

Child Care Worker
(40 hours per week)
and Social Worker
(35 hours per week)

Level 1	\$17,506-\$18,598 (\$16,792-\$17,840)
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Level 5	\$26,088-\$27,964 (\$25,024-\$26,824)
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Level 6	\$29,053-\$31,178 (\$27,869-\$29,907)
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Probationary period is 6 months. Maximum rates are reached after 4 years.

Emergency Duty
Pay:

Effective April 1, 1984, increases by 4.25% as follows:

<u>Call</u>	<u>Week Day</u>	<u>Week-end</u>	<u>Holiday</u>
1st	\$47.59 (\$45.65)	\$216.29 (\$207.47)	\$47.59-\$95.18 (\$45.65-\$91.30)
2nd	\$10.79 per shift + \$7.06/hr/ call (\$10.35 + \$6.77)	\$118.21 (\$113.39)	\$36.71 (\$35.21) from 9 a.m. to 6 p.m. \$10.79 per shift + \$7.06/hr/call (\$10.35 + \$6.77)
3rd	\$4.06 per shift + \$7.06/ hr/call (\$3.89 + \$6.77)		

Start Rate \$7.06 (\$6.77) per hour, increasing to \$7.30 (\$7.00) per hour
(Casual Part-time after 800 hours worked.
Employees):

Sleep Over Pay \$2.99 (\$2.87) per hour.
(Part-time):

Relief Housestaff \$5.04 (\$4.83) per hour.
Pay (Not-
Unionized):

Riverside Hospital of Ottawa - Canadian Operating Engineers (CCU) (service employees): A 12-month renewal agreement effective from March 26, 1984 to March 31, 1985, covering 217 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	Mar. 26/84
	General Increase	4.06%

Mar. 26/84

Press Operator	\$8.40-\$8.71 (\$8.07-\$8.37)
R.N.A.	\$9.38-\$10.00 (\$9.01-\$9.61)
Receiver	\$9.44-\$10.94 (\$9.07-\$10.51)

Probationary period is 90 calendar days, which may be extended with the written consent of the parties. Maximum rate for Press Operator is reached after 2 annual increases, for R.N.A. after 3 annual increases and for Receiver after 4 annual increases.

Shift Premium: 0-35¢-35¢ (0-25¢-25¢).

AMUSEMENT AND RECREATION SERVICES

Canadian Independent Commercial Producers Association at Toronto - Local 873,

Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective from February 22, 1984 to February 21, 1986, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 18/84</u>	<u>Feb. 22/85</u>
	General Increases	6%	5%
	Craft Service	\$13.67 (\$12.90)	\$14.36
	Electrician	\$17.07 (\$16.10)	\$17.92
	Sound Mixer	\$24.33 (\$22.95)	\$25.55

Lump Sum Settlement Pay: \$15 per day, or \$7.50 per half day, per employee for all days worked between February 22, 1984 and June 17, 1984.

Travel Call Pay: Minimum 4 hours at straight time basic pay for employee required to travel after 12 noon (8 p.m.) and before 12 midnight Monday to Friday, followed by time and one half for time spent in transit in excess of 4 hours.

Health and Welfare: Employer contributes \$2.50 (\$2.00) per day to the Good and Welfare Fund.

Pension Plan: Registered Retirement Savings Plan - Employer contributes \$10.00 (\$7.70) per employee per day worked.

Meal Allowance: \$10 (\$5) for breakfast, \$15 (\$10) for lunch and \$25 (\$15) for supper.

Per Diem Allowance: \$100 (\$90).

PERSONAL SERVICES

Canadian Pacific Hotels Ltd. (Royal York Hotel) at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC) (full-time and part-time employees): A 10-month wage reopener agreement effective from April 8, 1984 to January 31, 1985, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Effective	<u>Apr. 8/84</u>
Increases	10¢-85¢
Waiter/Waitress	\$4.40 (\$4.25)
Electrician	\$9.20 (\$8.80)
Drycleaning Operator and Presser 1	\$9.50 (\$9.05)

Four Seasons Hotel Toronto (Four Seasons Yorkville) - Local 351, Textile Processors (Ind.):*: A 36-month renewal agreement effective from March 28, 1984 to March 27, 1987, covering 400 employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Previously known as the Laundry Workers (CLC).

Wages:	Effective	<u>Mar. 27/84</u>	<u>Mar. 27/85</u>	<u>Mar. 27/86</u>
	Increases	23¢-71¢	24¢-65¢	25¢-67¢
	Additional Adjustment	Four new classifications added - Head Houseman, Limo Driver, Valet and Mini Bar Attendant		
	Waitress	\$4.77 (\$4.54)	\$5.01	\$5.26
	Housekeeper	\$6.60 (\$6.05)	\$6.93	\$7.50
	Electrician	\$12.27 (\$11.67)	\$12.88	\$13.52

Probationary employees may be hired at \$1.00 per hour less than job rates shown (new).

Gratuities: Banquet Department - Waiters and waitresses who serve food for banquets receive 70% (66 2/3%) of the gratuity related to food revenue.

Banquet Bartender - Outside catering functions - \$16 (\$15) per hour. Promotional or charity functions in house and Corkage Bars

- \$13.75 (\$12.50) per hour. Effective March 27, 1985, \$14. Effective March 27, 1986, \$14.50. Cash Bars - \$13.75 (\$12.50) per hour and the consumption changes to \$350 (\$200). Host Bars - \$13.75 (\$12.50) per hour and the consumption changes to \$250 (\$200).

Bell Person - Effective June 1, 1984, tour baggage allowance is paid at \$2 (\$1.25) in and \$2 (\$1.25) out, for each person on tour. Effective March 27, 1985, \$2.25 and \$2.25. Effective March 27, 1986, \$2.50 and \$2.50. (Gift and small envelope deliveries remain at \$1.50 and \$1.25, respectively.)

Room service waiter - Effective June 1, 1984, \$1 per complimentary item delivered to guest. Effective March 27, 1985, \$1.25. Effective March 27, 1986, \$1.50. (Previously, \$1 per item on deliveries requested and paid by guest or 50¢ per item paid for by the hotel.)

Midnight Shift Premium (Engineering Dept.) (new): 25¢ per hour.

Paid Vacation: 4 weeks after 14 years' service (new).

Health and Welfare Fund: Effective June 1, 1984, employer contributes \$50 (\$45) per month per employee. Effective March 27, 1985, \$55. Effective March 27, 1986, \$60.

Pension Plan (new): Effective March 27, 1986, employer contributes 10¢ per hour worked to a union trustee plan.

Tool Allowance (Engineering Dept.): \$100 (\$75) annual maximum.

Skyline Hotel-Toronto at Etobicoke - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1984 to April 30, 1987, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/84</u>	<u>May 1/85</u>	<u>Nov. 1/85</u>
Non-Gratuity Empls.		5%*	4%*	4% non-compounded
Gratuity Empls.		4%	4%	3%
Exceptions:				
Switchboard		5%	4%	3%
Kitchen and Engineering		5%	5%	0%
		<u>Nov. 1/84</u>	<u>May 1/85</u>	<u>Nov. 1/85</u>
Waiter/Waitress		\$3.76 (\$3.62)	\$3.91	\$4.03
Maid		\$5.04	\$5.24	\$5.43

	<u>Nov. 1/84</u>	<u>May 1/85</u>	<u>Nov. 1/85</u>
Electrician	\$8.93 (\$8.50)	\$9.38	\$9.38
	<u>May 1/86</u>		<u>Nov. 1/86</u>
Non-Gratuity Empls.	4%*		3% non- compounded
Gratuity Empls.	3%		3%
Exceptions:			
Switchboard	4%		3%
Kitchen and Engineering	5%		0%
Waiter/Waitress	\$4.15		\$4.27
Maid	\$5.65		\$5.79
Electrician	\$9.85		\$9.85

* Wage rates are compounded only once in each year of the agreement.

Paid Holidays: Effective in 1986, Civic Holiday is added for a total of 10 days.

Paid Vacation: Effective May 1, 1985, 4 weeks after 13 (15) years' service.

Sick Leave: Effective May 1, 1986, 8 (4) days' leave with pay, non-cumulative per year, commencing after the third day of illness, for employee with one or more years' service.

Health and Welfare: Group Insurance Program - (Includes Life Insurance, A.D. & D., Weekly Indemnity and Supplementary Health Care) - Effective June 25, 1984, employer contributes 25¢ (23¢) per hour worked for all regular full-time employees who have completed their probationary period. The employer will increase his contribution by a further 5¢ per hour if requested by the trustees of the plan and providing that all participating group members of the plan are directed to do so in the future.

OHIP - Employer pays 50%, 75% or 100% of premium costs, depending on years of service, for coverage in amounts of, effective in the second year, \$25 (\$20) single and \$50 (\$40) married. Effective in the third year, coverage increases to \$29.75 single and \$59.50 married.

Pension Plan (new): Pension Fund/Employer Contribution - Effective May 1, 1986, 5¢ per hour worked. Effective April 1, 1987, 10¢. Employees contribute an amount equal to the amount contributed by the employer.

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 288, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 433 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Fire Fighter III Class	\$26,270.40 (\$25,019.43)
	Fire Fighter I Class	\$32,835.69 (\$31,272.01)
	Assistant Deputy Chief	\$45,364.93 (\$43,204.77)

London City Corporation - Local 101, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective January 1, 1984 to December 31, 1984, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	4.1%
	<u>Annual Rates</u>	
	Job Class 2 (includes Jr. Clerk)	\$12,270-\$16,683 (\$11,787-\$16,026)
	Job Class 12 (includes Planner)	\$21,794-\$31,484 (\$20,936-\$30,244)

Probationary period is 90 calendar days. Maximum rate for Jr. Clerk is reached after five 6-month increases and for Planner after 6 annual increases.

London City Corporation - Local 107, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective January 1, 1984 to December 31, 1984, covering 490 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Labourer	\$7.19-\$9.57 (\$6.85-\$9.11)
	Mechanic "A"	\$9.61-\$12.00 (\$9.15-\$11.43)

Probationary period is 90 calendar days of service. Maximum rates are reached after 1 year.

London City Corporation - Local 142, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective January 2, 1984 to January 1, 1985, covering 325 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 5/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Clerk Stenographer	\$13,628-\$19,790 (\$12,979-\$18,848)
	Fire Fighter 5th Class	\$22,860
	probationary 2nd 6 months	(\$21,771)
	Fire Fighter 1st Class	\$32,657 (\$31,102)
	Platoon Chief	\$44,087 (\$41,988)

Probationary period is 12 months. Maximum rate for Clerk Stenographer is reached after five 6-month increases.

Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission - Locals 43 and 79, Canadian Union of Public Employees (CLC)
(inside and outside employees): Three 12-month renewal agreements effective from January 1, 1984 to December 31, 1984, covering 7,166 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Outside Employees</u>	
	Labourer	\$10.45-\$10.80 (\$9.95-\$10.29)
	Machinist	\$14.28 (\$13.60)
	Marine Engineer Grade 2	\$15.39 (\$14.66)
	<u>Inside Employees</u>	
	Clerk Grade 5	\$7.79-\$9.11 (\$7.42-\$8.68)

Jan. 1/84

Licensing Enforcement Officer - Trades	\$15.95-\$17.69 (\$15.19-\$16.85)
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Planner	\$15.78-\$21.89 (\$15.03-\$20.85)
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Probationary period is 6 continuous months worked. Maximum rate for Labourer is reached after 3 months, for Clerk Grade 5, after 5 annual increases, for Licensing Enforcement Officer - Trades, after 3 annual increases and for Planner, after 6 annual increases.

Shift Premium: Effective July 1, 1984, 0-39¢-39¢ (0-37¢-37¢).

Weekend Premium: Effective July 1, 1984, 78¢ (74¢) per hour for all regular hours worked on the afternoon and/or night shifts ending on a Saturday and/or a Sunday of a regularly scheduled work week.

Car Allowance: Effective July 1, 1984, 22¢ (21¢) per kilometer.

Protective Clothing Allowance (Local 79): \$45 (\$40) on June 1 and December 1 for Nursing classifications not supplied with work attire.

Tool Allowance (Local 43): Effective July 1, 1984, \$120 (\$100) per year.

North York City Corporation - Local 752, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 630 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/84</u>
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General Increase	5%
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Annual Rates

Fire Fighter 4th Class	\$25,096 (\$23,901)
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Fire Fighter 1st Class	\$33,461 (\$31,868)
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Platoon Chief	\$50,192 (\$47,802)
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Health and Welfare: Dental Plan - Effective August 1, 1984, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Ottawa City Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 586 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Police Constable (3rd Class)	\$26,208.22 (\$24,960.21)
	Police Constable (1st Class)	\$33,190.82 (\$31,610.30)
	Senior Staff Sergeant	\$43,894.13 (\$41,803.93)

Bereavement Leave: Common law spouse is now included.

Health and Welfare: Extended Health Care Plan - Employer contributes \$4 (\$2) per month for single coverage and \$12 (\$6.50) for family coverage.

Continuation of O.H.I.P. Benefit - Employer pays premium payments required for O.H.I.P. to each eligible retiree between the ages of 60 and 65.

Meal Allowance: \$25 (\$23.50) for out-of-town assignment.

Clothing Allowance: \$200 (\$175) annually for dry cleaning.

Police College Allowance: \$40 (\$35) per week.

Scarborough City Corporation - Local 545, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 442 employees, settled at the bargaining stage.
Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Group 2 (includes Junior Records Clerk- in-training)	\$13,774.11-\$14,807.76 (\$13,118.22-\$14,102.57)
	Group 18 (includes Technical Planner [Works])	\$31,219.76-\$38,672.95 (\$29,733.19-\$36,831.31)

Probationary period is 65 working days. Maximum rate for Junior Records Clerk-in-training is reached after 18 months, and for Technical Planner [Works] after 54 months.

Shift Premium: 0-40¢ (0-33¢).

Saturday/Sunday Premium: 77¢ (66¢).

Health and Welfare: Long Term Disability - Maximum benefit increases to \$2,600 (\$2,300) per month.

Scarborough City Corporation - Local 626, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 460 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	4th Class	\$25,106.26
	Fire Fighter	(\$23,910.86)
	1st Class	\$33,475.18
	Fire Fighter	(\$31,881.15)
	Assistant	\$52,221.39
	Deputy Chief	(\$49,734.59)

Toronto City Corporation - Locals 43 and 79, Canadian Union of Public Employees (CLC)
(inside and outside employees): Two 12-month renewal agreements effective from January 1, 1984 to December 31, 1984, covering 3,888 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Inside Employees</u>	
	Mail Clerk	\$7.59-\$9.49 (\$7.23-\$9.04)
	Senior Real Estate Appraiser	\$19.99-\$21.98 (\$19.04-\$20.93)
	<u>Outside Employees</u>	
	Labourer	\$10.49-\$10.79 (\$9.99-\$10.28)
	Auto Mechanic	\$15.03 (\$14.31)

Probationary period is 6 continuous months worked. Maximum rate for Mail Clerk and Senior Real Estate Appraiser is reached after three annual increases and for Labourer after one 3-month increase.

Shift Premium: Effective July 5, 1984, 0-39¢-39¢ (0-37¢-37¢).

Weekend Premium: Effective July 5, 1984, 78¢ (74¢) per hour for all regular hours worked on the afternoon and/or night shifts ending on Saturday and/or Sunday of a regular scheduled work week.

Car Allowance: Effective July 5, 1984, 22¢ (21¢) per kilometer.

Tool Allowance (Local 43): Effective July 5, 1984, \$120 (\$100) per year.

CONSTRUCTION

Metropolitan Toronto Plumbing and Heating Contractors Association, a division of the Mechanical Contractors Association, OLRB Area 8 - Local 46, Plumbers, Residential Div. (AFL-CIO/CFL): A 24-month renewal agreement effective from May 14, 1984 to April 30, 1986, covering 800 employees, settled at the post mediation bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>May 14/84</u>	<u>May 1/85</u>
	Increases	25¢	75¢
	Journeyman	\$22.71 (\$22.46)	\$23.46

NOTE: Rates shown includes vacation pay and employer contribution to welfare pension funds.

Industry Fund: 15¢ (10¢) per hour for each hour earned.

Union Dues: 15¢ per hour for each hour's package-pay earned (previously 10¢ per hour).

Promotion Fund:

Union Council: 2¢ (1¢) per hour for each hour earned.

Promotion Fund:

Safety Glasses: Employer will supply flash glasses to employee involved in welding operations (new).

Ontario Terrazzo, Tile and Marble Guild Inc. province wide - Ontario Provincial Conference, Bricklayers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 1,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Package:	Effective	<u>June 7/84</u>	<u>Nov. 1/84</u>	<u>May 1/85</u>
	Increases	10¢	15¢	75¢

	<u>June 7/84</u>	<u>Nov. 1/84</u>	<u>May 1/85</u>
<u>Marble Mechanic</u>			
Local 10, Kingston	\$18.69 (\$18.59)	\$18.84	\$19.59
Local 31, Toronto	\$19.31 (\$19.21)	\$19.46	\$20.21
Local 6, Windsor	\$19.37 (\$19.27)	\$19.52	\$20.27

Rates shown include vacation pay, employer contributions to Pension and Welfare funds and for Local 31, Toronto, employer contribution to Dental Plan.

Welfare Fund: Effective May 1, 1984, employer contributes 50¢ (40¢) per hour worked for Ottawa local; 30¢ (25¢) for Kingston local and Kitchener local; 96¢ (81¢) for Sudbury local. Effective June 7, 1984, 50¢ (30¢) per hour worked for Hamilton local; 60¢ (40¢) for Toronto local. Effective May 1, 1985, \$1.20 (\$1.10) per hour worked for Windsor local.

Dental Plan - Effective June 7, 1984, employer contributes 40¢ (30¢) per hour worked for St. Catharines local and 35¢ (25¢) for Toronto local.

Provincial Pension Fund: Effective May 1, 1984, employer contributes 50¢ (25¢) per hour worked for London local. Effective June 7, 1984, 50¢ (25¢) per hour worked for Hamilton local. Effective May 1, 1985, \$1 (80¢) per hour worked for Windsor local.

Local Pension Fund: Effective June 7, 1984, employer contributes 30¢ (25¢) per hour worked for Toronto local.

Industry Fund: Effective June 7, 1984, employer contributes 8¢ (5¢) per hour earned.

Thunder Bay Construction Association, OLRB Areas 22, 23, 24 Local 1669, Carpenters (AFL-CIO) (Non-ICI construction): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Package:	<u>Effective</u>	<u>June 21/84</u>	<u>May 1/85</u>
Increase			\$1
Journeyman		\$19.84	\$20.84

Note: Rates shown include vacation pay.

Travel Time Pay: Eliminated. (Previously, time spent travelling to and from the job was paid at regular hourly rate up to a maximum of 8 hours per day. Travel time by automobile was computed at an average of

40 miles per hour. All time travelled to and from a Lake Project was paid at the regular rate of wages).

Toronto-Residential Air Handling Group (formerly Residential Sheet Metal Contractors Organization), OLRB Area 8 - Local 285, Sheet Metal Workers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Package:	Effective	June 1/84	May 1/85
	Increases	40¢ for home heating section 35¢ for high rise section	80¢ for home heating section 70¢ for high rise section

Hourly Rate:

Journeyman Sheet Metal Worker (warm air home heating)	\$17.63 (\$17.23)	\$18.43
Journeyman Sheet Metal Worker (other)	\$19.12 (\$18.77)	\$19.82

NOTE: Rates shown above include vacation pay and employer contributions to welfare benefits.

Premium Rate: 25¢ minimum for Journeyman designated to be in charge of more than one job project (new).

Rest Period (new): 15 minutes each morning and afternoon of the regular working day for all hourly employees.

Car Allowance: Effective June 22, 1984, 24¢ (21¢) per kilometer past zone 3.

Travelling Allowance: Effective June 1, 1984, \$3 (\$2) per day for work within zone 2; \$4 (\$3) per day for work within zone 3.

Tool Insurance: Effective June 1, 1984, \$3 (\$2) per journeyman and registered apprentice. Effective May 1, 1984, \$4.

ADDENDUM

April 1984 Settlement

EDUCATION AND RELATED SERVICES

Renfrew County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 320 employees, settled at the bargaining stage and ratified in April. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 1/84
	General Increase	3.6%
	Teacher-Category D 0-5 years	\$15,278-\$19,778 (\$14,747-\$19,091)
	Teacher-Category A1 0-11 years	\$18,611-\$35,362 (\$17,964-\$34,133)
	Teacher-Category A4 0-12 years	\$23,160-\$43,734 (\$22,355-\$42,214)

May 1984 Settlements

CLOTHING

L. Davis Textiles Co. Limited at Toronto - Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 24, 1984 to April 23, 1987, covering 202 employees, settled at the bargaining stage and ratified in May, 1984. Duration of negotiations - 1 month.

Wages:	Effective	May 1/84	Apr. 24/85	Apr. 24/86
	Increases:			
	Hourly Rated Empls.	10¢	15¢	25¢
	Piece Work Empls.	2% on Apr. 1, 1984 base rate	3% non- compounded	4% non- compounded

Sample wage rates are not available.

Bereavement Leave: 3 (1) days' paid leave to attend the funeral of a mother-in-law or father-in-law.

Health and Welfare: Life Insurance (new) - Effective June 1, 1984, employer pays 100% of premium costs for \$5,000 coverage for employee with a minimum 1 year's service. Effective October 1, 1986, \$7,000 coverage.

OHIP - Effective June 1, 1984, employer pays 100% of premium costs for family coverage for employee with a minimum 3 years' service. (Previously, employer paid 100% of premium costs for single coverage only.) Effective October 1, 1986, employer pays 100% of family coverage premium costs for employee with a minimum 2 years' service.

Drug Plan (new) - Effective June 1, 1984, employer pays 100% of premium costs for employees with a minimum 1 year's service. Deductibles are \$10/\$20. Payable on a 90%/10% co-insurance basis.

Dental Plan (new) - Effective October 1, 1985, employer pays 100% of premium costs for employee with a minimum 1 year's service. Deductibles are \$10/\$20. Coverage is based on the 1979 Ontario

Dental Association fee schedule, payable on a 90%/10% co-insurance basis with a \$1,000 yearly maximum.

Safety Wear Allowance (Receiver empls.) (new): Employer pays 50% of the cost of an outer raincoat and 50% of the cost of approved safety shoes, to a maximum of \$25 once in the period May 1, 1984 to October 23, 1985, and once in the period October 24, 1985 to April 23, 1987.

EDUCATION AND RELATED SERVICES

Frontenac County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 508 employees, settled at the bargaining stage and ratified in May, 1984. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4.2%
	Teacher - Category 1 (0-11 years)	\$20,420-\$36,490 (\$19,593-\$35,018)
	Teacher - Category 4 (0-12 years)	\$24,270-\$44,290 (\$23,289-\$42,504)
	Vice-Principal (0-3 years)	\$48,870-\$51,370 (\$46,898-\$49,302)
	Principal (0-4 years)	\$53,620-\$58,490 (\$51,455-\$56,133)

Health and Welfare: Vision Care (new) - Employer pays 75% of premium costs for a plan which includes an annual vision check and the cost of 1 pair of glasses per year.

Dental Plan - Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

London City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,050 employees, settled at the bargaining stage and ratified in May 1984. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Teacher-Category D 0-9 years	\$17,270-\$24,200 (\$16,433-\$23,048)
	Teacher-Category A1 0-10 years	\$19,900-\$33,700 (\$18,953-\$32,078)

Sept. 1/84

Teacher-Category A4 \$24,350-\$44,650
0-10 years (\$23,205-\$42,525)

Vice-Principal \$47,132-\$48,510
0-1 year (\$44,888-\$46,200)

Responsibility Allowance: Consultant* \$3,434-\$4,006 (\$3,150-\$3,675)
0-1 year

Extra Degree Allowance: Master's Degree \$830 (\$788)

* Consultant and Art Coordinator, whose positions are eliminated at the end of the 1984-85 school year, shall remain at the salary level in effect on June 30, 1985, until salaries they are entitled to according to the Collective Bargaining exceed that amount.

North York City Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (caretakers and matrons): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 667 employees, settled at the conciliation officer stage and ratified in May, 1984. Duration of negotiations - 5 months.

Wages: Effective Jan. 1/84

General Increase 5%

Matron \$9.18*
(\$8.67)

Caretaker \$9.92*-\$10.52
(\$9.42-\$10.02)

Head Caretaker \$13.09
(combined schools) (\$12.47)

* New rates include a fold-in of a lump sum amount prior to the 5% increase for employees who received less than a \$1,000 increase in 1983.

Probationary period is 6 months. Maximum rate for Caretaker is reached after 1 year.

Shift Premium: 41¢-41¢ (39¢-39¢).

Paid Vacation: 4 weeks after 9 (10) years' service.

Health and Welfare: Dental Plan - Effective June 1, 1984, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

Clothing Allowance: \$90 (\$80) for matrons.

Safety Footwear Allowance: \$50 (\$35) per year.

North York City Board of Education - Local 1353, Canadian Union of Public Employees (CLC) (office, clerical and technical employees and teacher aides): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 713 employees, settled at the conciliation officer stage and ratified in May 1984. Duration of negotiations - 5 months.

Wages: Effective Jan. 1/84

General Increase 5%

Annual Rates

Clerk Grade III \$15,285*-\$17,925*
(35 hour week) (\$14,307-\$16,875)

Senior Draftsman \$25,512-\$29,360
(35 hour week) (\$24,297-\$27,962)

* New rates include a fold-in of a lump sum amount prior to the 5% increase for employees who received less than a \$1,000 increase in 1983.

Probationary period is 6 months. Maximum rates shown are reached after 4 annual increases.

Shift Premium: 41¢-41¢ (39¢-39¢).

Paid Vacation: 4 weeks after 9 (10) years' service.

Health and Welfare: Dental Plan - Effective June 1, 1984, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

Safety Footwear Allowance: \$50 (\$35) per year.

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food services employees): A 12-month agreement on wages as the result of a wage reopener provision during the last year of a 2-year agreement terminating June 30, 1985. The settlement covering 397 employees, was reached at the bargaining stage and ratified in May 1984. Duration of negotiations - 1 week.

Wages: Effective July 1/84

General Increase 5%

Food Services Assistant \$7.49
(\$7.13)

Custodian 1 \$9.20
(\$8.76)

Electrician \$12.21
(\$11.63)

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Abitibi-Price Inc., Iroquois Falls, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls	Office and Professional Employees (AFL-CIO/CLC)	233	B
American Standard (Div. of Wabco Standard Ltd.) (Landsdowne Plant), Toronto	Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	323	B
Baycrest Centre and/or The Jewish Home for the Aged, Toronto	Service Employees Int'l. (AFL-CIO/CLC) (full and part-time service empls.)	450	PCB
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	292	B
Boilermakers Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CFL)	1,549	B
Bestview Holdings Ltd., inter-city	Christian Labour Assn. (Ind.)	350	CO
Boise Cascade Canada Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC)	770	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Fed. (Ind.)	535	B
Burns Meats Ltd., Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	450	W/S
Canada Safeway Ltd., Toronto and other southern Ontario centres	Food & Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	1,200	B
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CFL)	450	MED
Carleton Roman Catholic Separate School Board	Employees Assn. (Ind.)	290	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	615	B
Carleton University, Ottawa	CUPE (CLC) (clerical empls.)	587	B
Carleton University, Ottawa	CUPE (CLC) (part-time teachers)	650	B
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	515	B

* See page 283 for definition of codes

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Commodore Business Machines Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	250	MED
Consumers' Glass Co. Ltd., Toronto	Aluminum, Brick & Glass Workers (AFL-CIO/CLC)	680	PCB
Cooper Canada Ltd., Toronto	Pottery Workers (AFL-CIO/CLC)	845	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	319	MED
Crane Canada Ltd. (Brantford Plant)	United Steelworkers (AFL-CIO/CLC)	328	CO
Crown Cork and Seal Co., Concord	United Steelworkers (AFL-CIO/CLC)	227	B
DeHavilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (production and office empls.)	2,100	PCB
Denison Mines Ltd., Elliot Lake**	United Steelworkers (AFL-CIO/CLC) (mine, office and technical empls.)	1,800	B
Dominion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	500	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (warehouse empls., truck drivers and helpers)	759	B
Dominion Stores Ltd., Toronto and other southwestern Ont. centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full and part-time retail food empls.)	9,500	B
Domtar Inc. (Fine Papers Div.), Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,600	B
Drug Trading Co. Ltd. and Druggist Corp. Ltd., Toronto	Energy and Chemical Workers (CLC)	373	CO
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,955	B
Durham Board of Education	CUPE (CLC)	330	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers Fed. (Ind.)	1,465	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,065	B

** Federal jurisdiction

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Durham Regional Board of Commissioners of Police	Police Assn. (Ind.)	443	B
Durham Regional Municipality, Whitby	CUPE (CLC) (inside empls.)	325	B
Durham Regional Municipality (Homes for the Aged), Whitby	CUPE (CLC)	498	NB
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	500	B
East York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	MED
East York Borough Corp.	CUPE (CLC)	217	B
Eldorado Resources Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	385	B
Electrical Power Systems Construction Assn., province-wide	Boilermakers (AFL-CIO/CFL)	281	CO
Electrical Power Systems Construction Assn., province-wide	Plumbers (AFL-CIO/CFL)	825	W/S
Electrical Power Systems Construction Assn., (Generation Projects Construction), province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL)	1,100	W/S
Electrical Power Systems Construction Assn., (Transmission Systems Construction), province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL)	400	W/S
Electrical Power Systems Construction Assn., province-wide	Structural Iron Workers (AFL-CIO)	700	B
Electrohome Ltd., Cambridge	Auto Workers (CLC)	334	MED/ WS
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	470	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	550	MED

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Etobicoke Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,100	B
Etobicoke Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	MED
Etobicoke City Corp.	CUPE (CLC) (outside empls.)	716	CO
Etobicoke City Corp.	Fire Fighters (AFL-CIO/CLC)	404	B
Extendicare Ltd. and other companies operating a total of 30 nursing homes in Ontario	Service Employees Intl. (AFL-CIO/CLC) (full and part-time service empls.)	2,530	ARB
Federated Building Maintenance Co. Ltd., Toronto	Food and Service Workers (CCU)	250	MED, WS
Fiberglas Canada Ltd. (Textile & Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	382	B
Fleck Manufacturing Inc., Huron Park	Auto Workers (CLC)	500	B
Fraser Inc., Thorold	Cdn. Paperworkers (CLC)	500	B
GSW Inc., Fergus, London and Stoney Creek and Knights Industries, Hamilton	United Steelworkers (AFL-CIO/CLC) (office and plant empls.)	450	B
Great Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	249	W/S
Great Atlantic and Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time retail food empls.)	8,300	B
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (woods empls.)	1,400	B
Halton Board of Education	Employees Assn. (Ind.) (office, clerical and technical empls.)	254	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,280	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,150	MED
Halton Regional Police, Oakville	Police Assn. (Ind.)	270	B

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	MED
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
Hamilton City Board of Education	CUPE (CLC)	530	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	501	B
Hamilton Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CFL)	300	B
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC)	200	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC)	350	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Harbour Castle Hilton Hotel, Toronto	Textile Processors (Ind.)	800	CO
Hastings County Board of Education	CUPE (CLC)	200	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	583	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	550	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	230	B
Hawker Siddeley Canada (Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	450	B
Hogarth-Westmount Hospital, Thunder Bay and 10 other Northwestern Ontario Hospitals	Service Employees Intl. (AFL-CIO/CLC) (full and part-time service empls.)	2,700	CO
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	354	B

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	254	B
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	366	MED/V
Imperial Clevite Canada Inc., St. Thomas	Machinists (AFL-CIO/CLC)	530	CO
Imperial Tobacco, (Division of Imasco Ltd.). Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC)	720	B
Interior Systems Contractors' Assn. of Ontario, province-wide	Carpenters (AFL-CIO) (Lathers)	600	W/S
James River-Marathon, Ltd., Marathon	United Paperworkers (AFL-CIO/CLC)	400	B
Kendall Canada, Toronto	United Steelworkers (AFL-CIO/CLC)	500	MED/V
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	526	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	436	B
Kerr Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	345	B
Kimberly-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC) and Electrical Wkrs. (AFL-CIO/CFL)	740	B
Kitchener City Corp.	CUPE (CLC)	225	B
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	600	B
Lakehead Board of Education	CUPE (CLC)	240	CO
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	380	B
Lakehead University, Thunder Bay	University Professors (Ind.)	260	B

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	640	B
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450	B
Lambton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	339	B
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	308	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	210	B
Leeds & Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	480	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	276	B
Libby St. Clair Inc., Wallaceburg	Aluminium, Brick and Glass Workers (AFL-CIO/CLC)	650	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	200	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	760	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	685	B
Liquor Control Board and Liquor Licence Board of Ontario, province-wide	Ont. Liquor Board Empls. (NUPGE) (CLC)	4,800	B
Loblaws Ltd. and Westfair Foods Ltd., Toronto and other centres	Food & Commercial Workers (AFL-CIO/CLC) (full and part-time retail food empls.)	8,000	B
Loblaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time retail food empls.)	1,200	B

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	PM
London Transit Commission	Transit Union (AFL-CIO/CLC)	380	B
Metro Toronto Association for the Mentally Retarded	CUPE (CLC)	344	B
Metro Toronto Demolition Contractors Inc.	Labourers (AFL-CIO)	250	B
Metropolitan Toronto Library Board	CUPE (CLC)	249	B
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	850	B
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	B
Metropolitan Toronto Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	5,500	B
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	AR
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	363	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	348	B
Mississauga City Corp. (Transit Div.)	Transit Union (AFL-CIO/CLC)	330	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	226	PC
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	270	B
National Elevator and Escalator Assn., province-wide	Elevator Constructors (AFL-CIO/CFL)	1,000	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	574	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	834	B

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	793	B
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	270	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and des Enseignants Franco-Ontariens (Ind.)	421	B
John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	274	B
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	261	B
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	227	B
Norfolk General Hospital, Simcoe	Service Employees Intl. (service empls.)	264	CO
North Bay City Corp.	CUPE (CLC) (inside and outside empls.)	250	CO
North Shore District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	206	B
North York Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,025	B
North York Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,090	MED
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	630	B
North York City Hydro-Electric Commission	CUPE (CLC) (service, maintenance and technical empls.)	320	B
North York Public Library Board	CUPE (CLC) (service and maintenance empls.)	400	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	623	B

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'l Stage
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	445	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic unit)	7,000	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff unit)	4,500	B
Ontario Educational Communications Authority, Toronto	Broadcast Employees (CLC)	203	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	5,685	ARE
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services)	9,728	ARE
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services)	3,133	ARE
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general operational services)	4,138	ARE
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care)	5,796	ARE
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services)	6,123	ARE
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services)	6,139	ARE
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional services)	4,313	ARE
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services)	5,288	ARE
Ontario Government, province-wide	OPSEU (NUPGE) (CLC)***	50,343	ARE
Ontario Government, province-wide	Ont. Provincial Police Assn. (Ind.) (police officers and cadets)	4,014	B
Ontario Housing Corp. & Metro Toronto Housing Authority, Toronto	CUPE (CLC) (maintenance empls.)	670	B

*** Working conditions and benefits agreement covering all Ontario Government units

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Housing Corp. & Metro Toronto Housing Authority, province-wide	CUPE (CLC) (office and maintenance empls.)	1,000	B
Ontario Hydro, (Construction Field Forces, Generation Projects Div., and Transmission Systems Div.), province-wide	CUPE (CLC) (full-time and part-time office and clerical empls.)	280	B
Ontario Hydro, province-wide	CUPE (CLC) (operators, maintenance, clerical empls. and shippers)	15,177	CO
Ontario Millwrighting Contractors Assn., province-wide	Carpenters (AFL-CIO)	1,750	CO
Ontario Paper Company Ltd., Thorold	Cdn. Paperworkers (CLC) and Long-shoremen (AFL-CIO/CLC)	563	B
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL)	900	PMB
Oshawa City Corp.	CUPE (CLC) (inside empls.)	217	CO
Ottawa Board of Education	CUPE (CLC) (full-time office, clerical and technical empls.)	432	B
Ottawa Board of Education	Independent Local Union (maintenance and plant operation empls.)	800	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ottawa City Corp. and Ottawa-Carleton Regional Municipality	CUPE (CLC) (inside and outside empls.)	3,330	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	560	B
Ottawa Civic Hospital	CUPE (CLC) (paramedical empls.)	220	B
Ottawa Civic Hospital and other hospitals, province-wide	CUPE (CLC) (service empls.)	18,420	B

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ottawa Construction Assn.	Labourers (CLC) (other than ICI construction)	700	PCB
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	725	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	502	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	350	B
Parkwood Hospital and McCormick Home for the Aged, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full and part-time service empls.)	510	ARB
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	2,500	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,105	B
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	740	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	515	B
Queen's University Kingston	CLC Directly Chartered	350	B
Renfrew County Corp. (Bonnechere Manor), Pembroke	CUPE (CLC)	200	CO
Rio Algom Ltd., Elliot Lake**	United Steelworkers (AFL-CIO/CLC) (mine, office and technical empls.)	2,725	B
Ryerson Polytechnical Institute Board of Governors, Toronto	Faculty Association (Ind.)	576	B
Ryerson Polytechnical Institute Board of Governors, Toronto	Staff Assn. (Ind.)	487	PCB
St. Joseph's Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (full-time service empls.)	341	ARB

** Federal jurisdiction

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
St. Joseph Religious Hospitallers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC) (full-time and part-time service empls.)	365	B
St. Thomas-Elgin General Hospital	Service Employees Intl. (AFL-CIO/CLC)	470	ARB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL) (service empls.)	475	PCB
Wentworth Ste. Marie City Corp. (Works Dept.)	CUPE (CLC) (service and maintenance empls.)	220	C0
Scarborough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	2,500	B
Scarborough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,500	B
Scarborough City Public Utilities Commission	Independent Local Union (Ind.)	250	C0
Scarborough General Hospital	OPSEU (NUPGE) (CLC) (clerical empls.)	240	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	B
Simcoe County Board of Education	OPSEU (NUPGE) (CLC)	264	B
Klar-Peppler Inc. (form. Heintzman Ltd. Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	350	B
Purple Falls Power and Paper Company, Kapuskasing	Carpenters (AFL-CIO) (wood empls.)	550	B
Reinberg Inc. (Miracle Food Mart Div.) (Meat Processing plant), Rexdale	Food & Commercial Workers (AFL-CIO/CLC)	225	B
Reinberg Inc. (Miracle Food Mart Div.), southern Ontario Centres	Food & Commercial Workers (AFL-CIO/CLC) (full-and part-time retail food empls.)	5,000	B
Reinberg Inc. (Miracle Mart Div.), Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail dept. store empls.)	500	B

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Stormont, Dundas and Glenngarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Sudbury Board of Education	CUPE (CLC)	387	B
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	525	MED
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	700	MED
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,111	B
Sudbury Regional Board of Commissioners of Police	Police Assn. (Ind.)	202	B
Sunnybrook Food Market (Keele) Ltd., province-wide	National Council of Cdn. Labour (Ind.)	200	B
Sunnybrook Medical Centre, North York and other hospitals, Toronto and other centres	Service Employees Int'l. (AFL-CIO/CLC) (service empls.)	10,000	CO
Thunder Bay Auto Dealers' Assn.	Machinists (AFL-CIO/CLC)	200	B
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	224	B
Thunder Bay City Corp.	CUPE (CLC) (outside empls.)	359	MED
Thunder Bay City Corp. (Homes for the Aged)	Service Employees Intl. (AFL-CIO/CLC)	400	B
Thunder Bay Construction Assn. (General Contractors' Div.)	Carpenters (AFL-CIO) (cement finishers)	400	CO
Toronto Area Transit Operating Authority	Transit Union (AFL-CIO/CLC) (service and maintenance empls.)	330	B
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,520	B
Toronto City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,355	MED

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,264	B
Toronto Cloak Manufacturers' Assn., Toronto	Ladies' Garment Workers (AFL-CIO/ CLC)	800	B
Toronto Masonry Contractors' Assn. Inc.,	Bricklayers Ind. (CCU) (journeymen and assistants)	1,900	PCB
Toronto Transit Commission	CUPE (CLC)	205	CO
Toronto Transit Commission and Gray Coach Lines	Transit Union (AFL-CIO/CLC)	7,500	B
Uniroyal Chemical (Div. of Uniroyal Ltd.), Elmira	United Steelworkers (AFL-CIO/CLC)	210	CO
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full and part-time ser- vice empls.)	400	B
University of Guelph	CUPE (CLC)	385	B
University of Guelph	Staff Assn. (Ind.) (office, clerical laboratory and technical empls.)	835	B
University of Ottawa	University Professors (Ind.)	950	B
University of Toronto	Educational Workers (graduate assistants)	1,800	B
University of Toronto	Service Employees Intl. (AFL-CIO/ CLC) (non-teaching empls.)	620	B
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	278	B
University of Windsor	University Professors (Ind.)	515	B
Victoria Hospital, London	Service Employees Intl. (AFL-CIO/ CLC) (RNA's and full and part-time service empls.)	900	ARB
Victoria Hospital, London and other Ontario Hospitals	OPSEU (NUPGE) (CLC) (paramedical empls.)	3,000	ARB
Voyageur Colonial Ltd., Ottawa**	Railway, Transport and General Workers (CLC)	466	B
Wajax VEC Ltd., Markham	Auto Workers (CLC)	213	B
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,775	B

** Federal jurisdiction

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,200	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	445	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	836	B
Waterloo Regional Board of Commissioners of Police	Police Assn. (Ind.)	436	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	600	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	537	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	540	B
Windsor City Board of Commissioners of Police	Police Assn. (Ind.) (Unit A)	346	B
Windsor City Corp.	CUPE (CLC) (inside empls.)	550	C0
Windsor City Corp.	CUPE (CLC) (outside empls.)	350	C0
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	825	B
Windsor Western Hospital (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitaliers of Hotel Dieu, Salvation Army Grace Hospital and Metropolitan General Hospital	Service Employees Intl. (AFL-CIO/CLC) (service empls.)	1,092	C0
York City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	505	B
York City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	550	MED

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
York City Corp. (Works, Parks and Recreation Dept.)	CUPE (CLC)	260	B
York Finch Hospital	Service Employees Intl. (AFL-CIO/CLC) (full and part-time service empls.)	370	CO
York Region Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,200	B
York Region Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	998	B
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	B
York Regional Board of Commissioners of Police	Police Assn. (Ind.)	350	B
York Regional Municipality and York Regional Land Div. Committee	CUPE (CLC)	305	B
York University, Toronto	University Professors (Ind.)	980	B
York University, Toronto	CUPE (CLC)	251	B
York University, Toronto	Staff Assn. (CCU) (clerical, secretarial and technical empls.)	915	B

More Than One Province

Bell Canada, Ontario and Quebec**	Cdn. Telephone Employees (Ind.) (communication sales empls.)	667	B
Canada Packers Inc., Prince Edward Island, Quebec, Alberta, Manitoba, Saskatchewan, British Columbia and Ontario	Food and Commercial Workers (AFL-CIO/CLC)	4,000	PMB
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Marine Officers (AFL-CIO/CLC)	450	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Merchant Service Guild (CLC)	400	CO

** Federal jurisdiction

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Seafarers (AFL-CIO/CLC)	2,280	C0
CN/CP Telecommunications, system-wide**	Communications and Allied Workers (CCU)	1,700	PCB
CP Air, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, and service empls.)	1,950	B
E.B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	1,500	B
Treasury Board of Canada	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,120	B
Treasury Board of Canada	Public Service Alliance (CLC) (fire fighters, supervisory and non-supervisory)	1,445	B
Upper Lakes Shipping Ltd., Great Lakes and St. Lawrence River**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	B

** Federal jurisdiction

Negotiations in Progress during June 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- RL - Restraint Legislation
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in July 1984

Employer and Location	Union	No. of Empls.
Atomic Energy of (Chalk River Nuclear Labs) Chalk River & Deep River	Office & Professional Empls. (AFL-CIO/CLC)	285
Atomic Energy of Cda. (Engineering Co.), Mississauga	Public Service Alliance (CLC)	200
Atomic Energy of Cda. Research Co., Chalk River	CLC Directly Chartered	1 541
Brampton City Corp., Brampton	CUPE (CLC)	200
Camco Inc., London	United Steelworkers (AFL-CIO/CLC)	320
CP Air, province-wide	Air Line Flight Attendants (CLC)	300
CP Air, province-wide	Machinists (AFL-CIO/CLC)	506
Cooper Canada, Toronto	Pottery Workers (AFL-CIO/CLC)	845
Dominion Stores Ltd., Amherstburg & Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	500
GSW Inc., Fergus	United Steelworkers (AFL-CIO/CLC)	363
Imperial Tobacco, (Div. of Imasco), Guelph	Bakery & Tobacco Workers (AFL-CIO/CLC)	720
Libbey-St Clair Inc., Wallaceburg	Aluminium, Brick and Glass Workers (AFL-CIO/CLC)	650
Metro Toronto Demolition Contractors Inc., province-wide	Labourers (AFL-CIO)	250
Phillips Cables Ltd., Brockville	Communications and Electronics (CLC)	450
Schneider, J.M., Inc., Kitchener	Employees Assn. (Ind.)	2,100
Steinberg Inc. (Miracle Food Mart Div.), Intercity	Food & Commercial Workers (AFL-CIO/CLC) (full- and part-time retail food empls.)	5,000
Treasury Board of Canada, province-wide*	Public Service Alliance (CLC) (heating, power and stationary plant operation group)	600
Treasury Board of Canada, province-wide*	Cdn. Professional & Technical Empl. (Ind.) (radio operations group)	215

* Federal jurisdiction



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JULY 1984

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in July 1984. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in August 1984.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	285
July 1984 Settlements	
Food and Beverage	288
Clothing	289
Furniture and Fixtures	289
Paper and Allied	291
Printing, Publishing and Allied	292
Primary Metal	293
Metal Fabricating	293
Transportation Equipment	294
Electrical Products	295
Chemical and Chemical Products	296
Transportation	299
Electrical Power, Gas and Water Utilities	300
Retail Trade	300
Education and Related Services	302
Health and Welfare Services	305
Services to Business Management	306
Personal Services	307
Miscellaneous Services	308
Provincial Administration	308
Local Administration	309
Construction	315
Negotiations in Progress during July 1984	
Covering 200 or More Employees	320
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in August 1984	338

Highlights

Settlements of major construction agreements affecting 41,700 employees were reported during May, June and July.

Commercial, industrial and institution construction. May settlements affected 600 asbestos workers, 9,000 electricians, 12,000 plumbers, 400 precast concrete erectors, 1,300 roofers, and 5,000 sheet metal workers in this sector. The asbestos workers settled for package increases of 40 cents in the first year of their agreement and 60 cents in the second year; the electricians, plumbers, roofers and sheet metal workers received 25 cents in the first year and 75 cents in the second year; and the precast concrete erectors agreed to a \$1.00 increase in the second year, of which up to 25 cents could be diverted to benefits in the first year.

Employer contributions to benefit funds were increased as follows: 24 cents to welfare and training for electricians; 24 cents to welfare and industry promotion in the asbestos workers' agreement; and 5 cents to industry and union promotion in the roofers' agreement.

A settlement in June provided 10,000 marble, tile and terrazzo workers with package increases of 25 cents in May 1984 and 75 cents in May 1985. Employer contributions increased by 5 to 20 cents for welfare, 10 cents for dental care, and 5 to 25 cents for pensions.

In July, 1,300 millwrights settled for package increases of 25 cents in July 1984 and 75 cents in May, improvements in travel and board allowance, and an additional 25 cents in employer contribution to welfare. Also, 600 refrigeration mechanics agreed to receive no increase in the first year of their agreement, and a package increase in the second year of \$1.00 for construction mechanics and \$1.10 for service mechanics. Weekly hours for the service mechanics were increased to 40 from 37 1/2, overtime rate was reduced to time and one-half, and the pay for travel time outside regular working hours to straight time.

Residential construction. In May, 400 residential carpenters in Ottawa agreed to extend their agreement without change for one year to April 30, 1985.

Residential carpenters (600) in Thunder Bay, painters (400) in Toronto, and drywall installers (700) in the province settled for a package increase of \$1.00 an hour in the second year of separate 2-year agreements. Friday hours of work for the drywall installers were increased to 8 from 7 1/2, with a corresponding increase in weekly hours to 40 from 37 1/2; travel time pay was eliminated for the Thunder Bay carpenters; and employer contribution to various benefit funds for the drywall installers was increased to \$2 from \$1.95.

In Toronto, 800 residential plumbers settled in June for package increases of 25 cents in May 1984 and 75 cents in May 1985. Employers contributed an additional 11 cents to various funds. In July, 450 residential sheet metal workers settled for package increases of 40 cents in June 1984

and 80 cents in May 1985 on home heating and 35 and 70 cents on the respective dates on high rise. Travel allowance was also increased by \$1.00 per day.

Also in July, the Toronto Masonry Contractors' Association settled with the Bricklayers, Masons Independent Union for 1,900 residential bricklayers and bricklayers' assistants covered by separate agreements. The bricklayers received package increases of 40 cents in the first year and 50 cents in the second year of their contract; the bricklayers' assistants received 40 cents in each year. Travel allowance for both groups was also increased to \$15 from \$12 a day.

Heavy construction. In May, the Metropolitan Toronto Sewer and Watermain Contractors Association reached agreements with the Operating Engineers for 800 employees and with the Labourers and Teamsters jointly also for 800 employees. Operating engineers received package increases of 46 to 48 cents in May 1984, and 68 cents in May 1985. Labourers received 16 cents in May 1984, and 88 cents for open cut work and 91 cents for tunnel work in May 1985. Teamsters settled for 25 cents and 81 cents on the respective dates.

Vacation pay for operating engineers was increased to 10 percent from 9 percent, employee contribution by 11 cents, and travel allowance by 2 cents a kilometer. Labourers received an additional 20 cents in employer contributions to welfare, 10 cents to pensions, and 7 cents to training fund. Benefit changes for teamsters included an additional 10 cents in employer contributions to welfare, and 30 cents to pensions.

Electrical power systems sector. A 2-year agreement was reached in early May between the Electrical Power Systems Construction Association and the Allied Construction Trades Council, which provided no increase in the first year and a package increase of \$1.00 in the second year. The settlement covered 2,570 asbestos workers, carpenters, labourers, millwrights, operating engineers, plasterers and teamsters. Room and board allowances were gradually reduced from \$30 to \$20 per day for workers at the Pickering and Darlington projects, and the "free travel" zone was extended to 20 kilometers for all projects.

The Association also reached agreements with the Boilermakers and Plumbers in July, covering 280 and 720 employees respectively. Package rates for both groups were increased by 25 cents on July 1, 1984, and 75 cents on May 1, 1985. Benefit changes included: for boilermakers, increased vacation pay to 12 percent from 10 percent; and for plumbers additional employer contributions of 10 cents to welfare and 9 cents to pensions.

Index to Settlements Reported, July 1984

Employer and Location	Union	Page
Allied Chemical, Div. of Allied Inc., Amherstburg	Auto Workers (CLC)	296
Associated Fur Industries of Toronto Inc.	Food and Commercial Workers (AFL-CIO/CLC)	289
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River	Office and Professional Empls. (AFL-CIO/CLC)	306
Bestview Holdings Ltd. and Bestview Services Ltd., at various Ontario cities	Christian Labour Assn. (Ind.)	306
Canada Safeway Ltd., Belleville, Burlington, Hamilton, Oshawa, Toronto and other Ontario centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	300
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	292
Crane Canada Inc., Brantford	United Steelworkers (AFL-CIO/CLC)	293
Durham Regional Board of Commissioners of Police	Police Assn. (Ind.)	309
East York Borough Corp.	CUPE (CLC) (inside and outside empls.)	310
Eldorado Resources Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	293
Electrical Power Systems Construction Assn., province-wide	Boilermakers (AFL-CIO/CFL)	315
Electrical Power Systems Construction Assn., province-wide	Plumbers (AFL-CIO/CLC)	316
Electrohome Ltd., Cambridge	Auto Workers (CLC)	295
Elgin County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	302
Federated Building Maintenance Co. Ltd., Toronto	Food and Service Workers (CCU)	308
Halton Board of Education	Employees Assn. (Ind.) (office, clerical and technical empls.)	302
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	310
Imperial Clevite Canada Inc., Mechanical Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	294

Index to Settlements Reported, July 1984

Employer and Location	Union	Page
Interior Systems Contractors Assn. of Ontario, province-wide	Carpenters (AFL-CIO) (residential construction)	317
James River-Marathon Ltd. (Mill Dept.), Marathon	United Paperworkers (AFL-CIO/CLC)	291
Kroehler Furniture Co., Div. of Strathearn House Group Ltd., Stratford	Upholsterers (AFL-CIO/CLC)	289
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	303
Lincoln County Board of Education	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	304
Millwrighting Contractors Assn. of Ontario Inc., province-wide	Millwright District Council, Carpenters (AFL-CIO), (industrial, commercial and institutional construction)	318
Monarch Fine Foods Co. Ltd., Toronto	Teamsters (Ind.)	288
North Bay City Corp.	CUPE (CLC)	311
Ontario Government	Ontario Provincial Police Assn. Inc. (Ind.) (police officers and cadets)	308
Ontario Refrigeration and Air Conditioning Contractors Assn.	Plumbers (AFL-CIO/CLC)	318
Scarborough City Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.)	Utility Workers of Canada (Ind.)	300
Sklar-Peppler Inc. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC) (plant empls.)	290
Thunder Bay City Corp.	CUPE (CLC) (outside empls.)	312
Toronto (Harbour Castle) Hilton Hotel, a Div. of Campeau Corp.	Textile Processors (Ind.)	307
Toronto Masonry Contractors' Assn. Inc.	Bricklayers (Ind.) (CCU)	319
Uniroyal Chemical, Div. of Uniroyal Ltd., Elmira	United Steelworkers (AFL-CIO/CLC)	297
University of Windsor	Faculty Assn. (Ind.)	304
Victoria Hospital Corp., London	Office and Professional Empls. (AFL-CIO/CLC)	305

Index to Settlements Reported, July 1984

Employer and Location	Union	Page
Voyageur Colonial Ltd., various centres in Ontario	Railway, Transport and General Workers (CLC) (bus operators, garage empls., information clerks, ticket clerks and parbus empls.)	299
Windsor City Corp.	CUPE (CLC) (inside and outside empls.)	312
York City Corp., Works Dept. and Parks and Recreation Dept.	CUPE (CLC)	314
York Regional Municipality and York Land Div. Committee	CUPE (CLC)	315

FOOD AND BEVERAGE

Monarch Fine Foods Company Limited at Rexdale - Local 647, Teamsters (Ind.): A
24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 228 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	May 1/84	May 1/85
General Increases		70¢	70¢
Skilled Trades Adjustments		10¢	10¢
COLA Fold-in			50¢
Packer		\$12.52-\$12.72 (\$11.82-\$12.02)	\$13.72-\$13.92
Maintenance Class A		\$15.57 (\$14.77)	\$16.87

Maximum rate for Packer is reached upon completion of the 60 worked days probationary period.

Cost of Living Allowance: 1¢ per 0.5 point rise in the Consumer Price Index - 1971=100. Adjusted and paid quarterly. Capped at 75¢ in the first year and 50¢ in the second year. (Basic formula is unchanged. Previously capped at 25¢ in the first year and 50¢ in the second year.)

Shift Premium: 0-45¢-45¢ (0-40¢-40¢). Effective May 1, 1985, 0-50¢-50¢.

Holiday Pay: An employee required to work on a statutory holiday receives an extra 2 (1 1/2) days' pay or 2 (1 1/2) days in lieu.

Bereavement Leave: 5 (3) days' paid leave in the event of the death of a father, mother, mother-in-law, father-in-law, wife, husband, common law spouse, sister, brother, son or daughter.

Health and Welfare: Life Insurance and A.D. & D. - \$15,000 (\$12,500) coverage.

Long Term Disability Fund - Employer contributes \$2 (\$1.75) per employee per week.

Drug Plan for Early Retirees (new) - Employer pays 100% of premium costs to age 65 for employee aged 60 with 20 years' service.

Dental Plan - Effective January 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Education Allowance (new): When an employee is required to take a course as a condition of employment, the employer will pay 50% of the cost of tuition fees and textbooks initially and 50% upon successful completion of the course.

Severance Pay: 10 days' pay per year of service. (Previously, 5 days' pay per year of service for employee with more than 2 years' service.)

CLOTHING

Associated Fur Industries of Toronto Inc. - Local 82, Food and Commercial Workers (AFL-CIO/CLC): A 21-month renewal agreement effective from May 21, 1984 to February 28, 1986, covering 350 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Previous agreement expired February 29, 1984.

Wages:	Effective	<u>May 21/84</u>	<u>Mar. 1/85</u>
	General Increases	8%	4%
	<u>Weekly Rates</u>		
	Lining Operator	\$410.40 (\$380.00)	\$426.82
	1st Class Cutter	\$447.12 (\$414.00)	\$465.00
Lump Sum Retroactive Payment:	\$15 per 35-hour week or 43¢ per regular hour worked for 11 weeks up to a maximum of \$165.		
Pension Fund:	Effective May 21, 1984, employer contributes 3% (7%) of total gross weekly payroll to fund.		

FURNITURE AND FIXTURE

Kroehler Furniture Co., Division of Strathearn House Group Limited at Stratford - Local 199, Upholsterers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 25, 1984 to June 29, 1986, covering 263 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 25/84</u>	<u>Jan. 7/85</u>
	Increases	20¢ for Hourly Workers 15¢ for Pieceworkers	17¢ for Hourly Workers 13¢ for Pieceworkers
	Additional Adjustments	51¢ for 3rd Class Engineer and 50¢ for Frame Sample Maker	
	Job Group 28 (includes Cutter)	\$6.50-\$6.65 (\$6.30-\$6.45)	\$6.67-\$6.82
	Job Group 3 (Master Maintenance Mechanic)	\$8.39-\$8.79 (\$8.19-\$8.59)	\$8.56-\$8.96
	Effective	<u>July 2/85</u>	<u>Jan. 6/86</u>
	Increases	28¢ for Hourly Workers 21¢ for Pieceworkers	22¢ for Hourly Workers 15¢ for Pieceworkers

	<u>July 2/85</u>	<u>Jan. 6/86</u>
Job Group 28 (includes Cutter)	\$6.95-\$7.10	\$7.17-\$7.32
Job Group 3 (Master Maintenance Mechanic)	\$8.84-\$9.24	\$9.06-\$9.46

Probationary period is 60 calendar days. Maximum rates are reached on merit and within 30 days of hiring.

Health and
Welfare:

OHIP - Employer pays 100% of premium costs of existing rates as at June 25, 1984 (\$27 single and \$54 family coverage). Any increase in premium costs will be paid by employee.

Sklar-Peppler Inc. (Peppler Division), formerly Heintzman Limited at Hanover - Local 2-500, Woodworkers (AFL-CIO/CLC) (plant employees): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 360 employees, settled with mediation assistance. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>July 19/84</u>	<u>July 1/85</u>
General Increases		40¢	40¢
Grade 1 (includes Lumber Handler)		\$6.65-\$7.91 (\$6.25-\$7.51)	\$7.05-\$8.31
Grade 5 (includes Maintenance #5)		\$8.20-\$8.62 (\$7.80-\$8.22)	\$8.60-\$9.02

Probationary period is 30 working days. Maximum rates are reached after 18 months.

Lump Sum
Settlement
Payment: \$50 per active employee.

Shift Premium: 0-25¢-25¢ (0-20¢-20¢).

Jury Duty
Leave (new): Employer pays the difference between regular salary and fees received.

Health and
Welfare: Life Insurance and A.D. & D. - Effective August 1, 1984, \$7,500 (\$5,000) coverage.

Weekly Indemnity - Effective July 1, 1985, benefit increases to \$120 (\$110) per week.

Dental Plan - Effective July 1, 1985, coverage is based on the 1980 (1978) Ontario Dental Association fee schedule.

PAPER AND ALLIED

James River-Marathon Ltd., formerly American Can of Canada Inc. (Mill Department) at Marathon - Local 548, United Paperworkers (AFL-CIO/CLC): A
 36-month renewal agreement effective from May 1, 1984 to May 1, 1987, covering 375 employees, settled at the bargaining stage.
 Duration of negotiations - 3 months.

Wages:	Effective	May 1/84	May 1/85	May 1/86
General Increases		2.5%	4%	5%
Adjustments		10¢-24¢		
Labourer		\$12.83 (\$12.52)	\$13.34	\$14.01
Mechanic		\$15.47 (\$15.09)	\$16.08	\$16.88
Journeyman "A"		\$16.81 (\$16.40)	\$17.48	\$18.35

Other Adjustments: 20¢ per hour ticket adjustment for 2nd Class Stationary Engineer. \$1 per hour ticket adjustment for a 1st Class Stationary Engineer (new).

Shift Premium: Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Paid Vacation: Effective May 1, 1985, 4 weeks after 9 (10) years' service.
 Effective May 1, 1986, 7 weeks after 30 years' service (new).

Bereavement Leave: 5 days' paid leave for immediate family to include brother(s) and sister(s) (new). 1 day's paid leave in the event of a death in the immediate family of employee who does not attend funeral (new).

Health and Welfare: Long Term Disability - Effective May 1, 1986, maximum monthly benefit increases to \$2,000 (\$1,800).

OHIP - Employer pays 100% of current monthly premium, \$29.75 (\$27) single and \$59.50 (\$54) family coverage. Any increase in premium costs will be paid by employee.

Dental Plan - Effective August 1, 1984, \$25 single and \$50 family annual deductibles. (Previously, no deductibles.) Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Pension Plan: Effective January 1, 1985, monthly pension credit increases to 2 3/4% (2 1/2%) for each year of service. Effective January 1, 1985, guaranteed payments increase to 72 (60) months for employee retired on or after January 1, 1985. Effective January 1, 1986, 84 monthly payments for employee retired on or after January 1, 1986.

Safety Shoe Allowance: Effective January 1, 1985, \$37 (\$30) maximum per year. Effective January 1, 1986, \$45.

Prescription Safety Glasses: Effective January 1, 1985, \$30 (\$25) toward purchase, repair or replacement.

Severance Pay: 40 hours pay for day workers and 42 hours pay for tour workers for each year of service for eligible employees. (Previously, 1% of total earnings for the last full period of continuous service immediately following date of separation.)

Rest Period: Called-in tour workers on their 8 a.m. to 4 p.m. shift receive 1 hour off with pay provided work started prior to 4 a.m. and employee was scheduled to start regular shift at 8 a.m. the following day. (Previously, applied only to day workers).

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto - Local 91, Typographical Union (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 319 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	May 1/84	May 1/85
	Increases*	63¢	99¢
	Journeyman	\$16.43	\$17.42
	Compositor	(\$15.80)	

* Apply to Journeyman day rate. Day rates for apprentices range from 50% to 90% of Journeyman rate.

Shift Premium: 0-\$1.10-\$1.20 (0-\$1.00-\$1.10).

Paid Vacation: Effective May 1, 1985, 4 weeks after 9 (10) years' service and 5 weeks after 21 (22) years.

Health and Welfare: OHIP - Effective August 1, 1984, employer contributes \$14.88 (\$13.50) per month for single coverage and \$29.75 (\$27.00) for family coverage.

Welfare Plan (includes Life Insurance, Dependent Life Insurance, A.D. & D., Supplementary Hospital, Medical and Surgical Coverage and Weekly Indemnity) - Effective August 1, 1984, Weekly Indemnity Benefits increased to U.I.C. maximum benefit, presently \$255 (\$250) per week. Effective August 1, 1984, employer contributes \$11.80 (\$9.46) per employee per week. Effective May 1, 1985, \$15.58.

Long Term Disability Plan (new) - Effective May 1, 1985, all amounts in reserve in the Welfare Fund and all future contributions will be used to purchase an L.T.D. plan.

Dental Plan - Effective August 1, 1984, employer contributes \$7.34 (\$5.59) per week per employee with coverage based on the 1982 (1981) Ontario Dental Association fee schedule. Effective May 1, 1985, \$9.80 and the 1983 O.D.A. fee schedule.

Pension Plan: Employer Contributions - Effective May 1, 1984, \$4.00 (\$3.75) per shift per employee.

Supplemental
Unemployment
Benefit Plan: Employer Contribution - \$6.50 (\$4.40) per week per employee.
Effective May 1, 1985, \$8.50.

PRIMARY METAL

Eldorado Resources Limited at Port Hope - Local 13173, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	General Increases	45¢	15¢
	Job Class Increment	16¢ (15¢-16¢)	17¢
	Job Class 2 (Maintenance Labourer)	\$10.45 (\$9.990)	\$10.605
	Job Class 19 (includes Electrician)	\$13.255 (\$12.640)	\$13.495
	Job Class 22 (Instrument Technician)	\$13.75 (\$13.105)	\$14.005

Cost of Living Allowance: Provision reintroduced effective October 1, 1985, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, adjusted quarterly.

Shift Premium: 0-30¢-45¢ (0-25¢-40¢).

Health and Welfare: Life Insurance for Retirees - \$2,000 (\$1,000) coverage.

Maintenance \$100 (\$60).

Tool Allowance:

METAL FABRICATING

Crane Canada Inc. at Brantford - Local 7480, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1984 to March 31, 1986, covering 271 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Oct. 1/84</u>
	General Increases	25¢	15¢
	Assembler	\$7.46 (\$7.21)	\$7.61
	Electrician- Electronics	\$11.46 (\$11.21)	\$11.61

	<u>Effective</u>	<u>Apr. 1/85</u>	<u>Sept. 30/85</u>
	General Increases	15¢	25¢
	Assembler	\$7.76	\$8.01
	Electrician- Electronics	\$11.76	\$12.01
Health and Welfare:	<u>United Steelworkers Health and Welfare Fund</u> - Effective May 22, 1984, employer contributes 68¢ (63¢) per hour worked. Effective April 1, 1985, 73¢.		
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1985, \$8.00 (\$7.50) per month per year of service.		

TRANSPORTATION EQUIPMENT

Imperial Clevite Canada Inc., Mechanical Products Division at St. Thomas - Local 1975, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from May 19, 1984 to May 18, 1986, covering 512 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>May 19/84</u>	<u>May 18/85</u>
	Increases*	47¢	3%
	COLA Fold-in	26¢	
	Skilled Trades Adjustment	10¢	10¢
	Other Adjustments	Some classi- fication adjust- ments	
	<u>Hourly Rated Employees</u>		
	Labour Grade 16 (includes Packer- Service)	\$9.11-\$9.21 (\$8.38-\$8.48)	\$9.39-\$9.49
	Labour Grade 2 (includes Toolmaker A)	\$12.40-\$12.60 (\$11.57-\$11.77)	\$12.77-\$12.98

* Incentive Earners - Same general increases in the first and second contract years according to their rate code.

Probationary period is 60 days worked during a period of 6 consecutive months. Maximum rate for Packer-Service is reached after two 3-month increases and for Toolmaker A after four 3-month increases.

Cost of Living Allowance:	Inoperative in the first year. Effective May 18, 1985, 1¢ per 0.4 point increase in the Consumer Price Index - 1971=100, above the April 1985 base. Calculated quarterly. Capped at 22¢ (26¢). (Basic formula is unchanged.)
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Shift Premium: Effective May 18, 1985, 0-23¢-25¢ (0-20¢-22¢).

Bereavement Leave: Grandchildren are added to the provision for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000-\$16,000 (\$12,000-\$15,000) coverage, depending on income. Effective May 18, 1985, \$14,000-\$17,000.

Weekly Indemnity - \$155-\$190 (\$150-\$185) per week depending on income. Effective May 18, 1985, \$160-\$195.

Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$12 (\$11) per month per year of service to a maximum of 35 (30) years credited service. Effective May 18, 1985, \$13.

Early Retirement - Minimum requirements are age 55 (60) with 10 years of credited service, and the early retirement reduction factor is reduced to 5/10ths (6/10ths). Also applies to optional post retirement spouse benefits.

Meal Allowance: \$2 (\$1.50).

Safety Shoe Allowance: \$45 (40) maximum per year. Effective May 18, 1985, \$50.

ELECTRICAL PRODUCTS

Electrohome Limited at Cambridge - Local 2176, Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1984 to May 31, 1987, covering 443 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	July 8/84	June 1/85
General Increases		50¢	15¢
Assembler		\$7.29-\$7.64 (\$6.79-\$7.14)	\$7.44-\$7.79
Toolmaker "A"		\$10.06-\$11.07 (\$9.56-\$10.57)	\$10.21-\$11.22
	Effective	June 1/86	Mar. 1/87
General Increases		15¢	12¢
Assembler		\$7.59-\$7.94	\$7.71-\$8.06
Toolmaker "A"		\$10.36-\$11.37	\$10.48-\$11.49

Probationary period is 35 (45) working days. Maximum rate for Assembler is reached after 18 weeks and for Toolmaker "A" after 40 weeks.

Cost of Living Allowance (new):	1¢ per 0.175 point change in the Consumer Price Index - 1981=100, using April 1984 as the base index month. Effective in the second year, 1¢ per 0.16 point change in the C.P.I. Adjusted quarterly. Deductions of 5¢ per quarter in the first year and 3¢ per quarter in the second year. No deduction in the third year.
Shift Premium:	Effective July 8, 1984, 25¢-32¢-37¢ (23¢-30¢-35¢). Effective June 1, 1985, 27¢-34¢-39¢. Effective June 1, 1986, 29¢-36¢-41¢.
Call-in Pay:	Effective July 8, 1984, minimum 4 (3) hours' pay or overtime rates, whichever is greater.
Paid Holidays:	Effective June 1, 1986, 1 floating holiday is added for a total of 13 (12) days.
Paid Vacation:	Effective June 1, 1985, 4 weeks after 11 (12) years' service.
Health and Welfare:	Life Insurance and A.D. & D. - Effective July 8, 1984, \$11,000 (\$10,000) coverage. Effective June 1, 1985, \$12,000. Effective June 1, 1986, \$13,000.
	<u>Extended Health Care</u> - Effective July 8, 1984, \$70 (\$60) per person every 2 years for prescription eyeglasses and \$400 (\$300) per person for the lifetime of the policy for hearing aids. Effective June 1, 1985, \$75 and \$500 respectively. Effective June 1, 1986, \$80 for prescription eyeglasses.
	<u>Dental Plan</u> - Effective July 8, 1984, new procedure codes added i.e. surgical, consultation, drugs, fluoride and polishing. Effective June 1, 1985, Endodontic and Periodontic treatments are added. Effective June 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule to a maximum of \$2,000 (\$1,000) per year.
Pension Plan:	<u>Basic Benefit</u> - \$11 (\$10) per month per year of service. Effective June 1, 1985, \$12. Effective June 1, 1986, \$13.
Safety Shoe Allowance:	Effective July 8, 1984, maximum \$35 (\$30) per year.
Safety Prescription Glasses (new):	Effective July 8, 1984, employer pays up to a maximum of \$70 every two years toward the cost of 1 pair. Effective June 1, 1985, \$75. Effective June 1, 1986, \$80. Employer to assume full cost of replacement due to loss or damage.

CHEMICAL AND CHEMICAL PRODUCTS

Allied Chemical, a Division of Allied Canada Inc. at Amherstburg - Local 89, Auto Workers (CLC): A 40-month renewal agreement effective from July 3, 1984 to October 31, 1987, covering 480 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Previous agreement was scheduled to expire on October 31, 1984.

Wages:	Effective	July 3/84	Nov. 1/85	Nov. 1/86
General Increases		35¢	30¢*	35¢*

	<u>July 3/84</u>	<u>Nov. 1/85</u>	<u>Nov. 1/86</u>
General Labour (Labour Grade 2)	\$12.06 (\$11.71)	\$12.36	\$12.71
Journeyman (Labour Grade 10)	\$13.34 (\$12.99)	\$13.64	\$13.99

* Rates shown above do not reflect a COLA fold-in scheduled for October 31, 1984.

Cost of Living Allowance: \$2.29 COLA float plus COLA to be generated under final quarter of previous agreement to be folded in October 1, 1984.

Effective October 1, 1984, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, above the base index of 286.7, adjusted quarterly. To be folded into wages at the end of the agreement with a 5¢ float remaining. (Basic formula is unchanged.)

Shift Premium: 0-52¢-75¢ (0-48¢-70¢). Effective November 1, 1985, 0-57¢-80¢. Effective November 1, 1986, 0-62¢-85¢.

Health and Welfare: Life Insurance - Effective November 1, 1984, \$26,000 (\$25,000) coverage. Effective November 1, 1986, \$27,000.

Weekly Indemnity - Effective November 1, 1984, benefit increases to \$290 (\$275) per week. Effective November 1, 1985, \$300. Effective November 1, 1986, \$315.

Dental Plan - Effective November 1, 1984, coverage continues to be based on the current Ontario Dental Association fee schedule. Lifetime maximum, \$9,000 (\$7,500). Orthodontic lifetime maximum increases to \$1,000 (\$750).

Pension Plan: Special Payment - Effective December 1, 1984, 1985 and 1986 a lump sum payment of \$200 to current recipients of pension benefits.

Safety Shoe Allowance: Effective January 1, 1985, \$100 (\$90) per year. Effective January 1, 1986, \$105. Effective January 1, 1987, \$110.

Uniroyal Chemical, Division of Uniroyal Limited at Elmira - Local 13691, United

Steelworkers (AFL-CIO/CLC): A 34-month renewal agreement effective from July 20, 1984 to May 12, 1987, with wages retroactive to May 13, 1984, covering 210 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 13/84</u>	<u>July 22/84</u>	<u>May 12/85</u>	<u>May 11/86</u>
General Increases		25¢		1.5%	1.5%
COLA Advance			15¢	15¢	15¢
Additional Adjustments				10¢ for Skilled Trades and 2nd and 3rd Class Stationary Engineers	10¢ for Skilled Trades and 2nd and 3rd Class Stationary Engineers

	<u>May 13/84</u>	<u>July 22/84</u>	<u>May 12/85</u>	<u>May 11/86</u>
Production Clerk	\$9.04 (\$8.79)	\$9.19	\$9.48	\$9.77
Electrician 1st Class	\$12.58 (\$12.33)	\$12.73	\$13.17	\$13.61

Previous rates reflect \$1.26 COLA fold-in.

Probationary period is 4 (3) months.

Cost of Living Allowance: 1¢ per 0.35 point rise in the Consumer Price Index - 1971=100, using the average index for the months of March, April and May in each year as the base for calculation. Adjusted quarterly beginning August 1984. COLA advance to be recovered from quarterly adjustments during each year. (Basic formula is unchanged.)

Shift Premium: Effective May 12, 1985, 0-33¢-38¢ (0-30¢-35¢). Effective May 11, 1986, 0-35¢-40¢).

Paid Vacation: Effective January 1, 1985, minimum \$250 (\$200) per week.

Health and Welfare: Life Insurance and A.D. & D. - Effective August 1, 1984, \$15,000 (\$13,000) coverage. Effective June 1, 1985, \$16,000. Effective June 1, 1986, \$17,000.

Life Insurance for Retirees - Effective June 1, 1985, \$5,500 (\$5,000) coverage. Effective June 1, 1986, \$6,000.

Extended Health Care - Maximum claim for eyeglasses \$100 (\$80) every 24 months. Maximum claim for hearing aids \$300 every 60 months (previously, \$300 lifetime).

Dental Plan - Coverage is based on the 1982 (1980) Ontario Dental Association fee schedule. Effective June 1, 1985, the 1983 ODA fee schedule. Effective June 1986, the 1984 ODA fee schedule.

Pension Plan: Basic Benefit - \$10.50 (\$9.25) per month per year of service for Benefit Class Code 1 (scaled to job rates), \$11.00 (\$9.75) for Code 2 and \$11.50 (\$10.25) for Code 3. Effective May 13, 1985, \$11.50, \$12.00 and \$12.50, respectively. Effective May 13, 1986, \$12.50, \$13.00 and \$13.50 respectively.

Supplementary Pension - Early Retirement, Age 62 Retirement and Disability Retirement - \$7.50 (\$7.25) per month per year of service up to a maximum of 30 (25) years' service. Effective May 13, 1985, \$7.75. Effective May 13, 1986, \$8.00.

Early Retirement - Eligibility for an unreduced pension is age 60 with 10 years' service or age 55 with age plus service totalling 85 (90). Basic and supplementary benefit reduced by .4% for each month that the retirement date precedes age 62.

Joint Survivor Option (new) - Employee at age 55 may elect to pay 50% of actuarially reduced pension to surviving spouse.

Safety Shoe Allowance: Maximum of \$45 (\$35) per year, prorated at \$3.75 per month for shorter periods.

TRANSPORTATION

Voyageur Colonial Limited, various centres in Ontario and in Quebec - Locals 267 and 306, Railway, Transport and General Workers (CLC) (bus operators, garage employees, information clerks, ticket clerks and parbus employees): A 36-month renewal agreement effective from November 15, 1983 to November 14, 1986, covering 420 Ontario employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Nov. 15/83	May 15/85	May 15/86
	Increases	6.42%	Average 5%	Average 5%
	Additional Adjustment	45¢ for Maintenance Tireman		
	<u>Maintenance</u>			
	Serviceman	\$11.31 (\$10.63)	\$11.88	\$12.47
	First Class Tradesman	\$13.86 (\$13.02)	\$14.55	\$15.28
	<u>Bus Operators*</u>			
	<u>Daily Rates</u>			
	Operator	\$116	\$122	\$128
	Non-Productive Charter Operator (more than 2 days out of home port)	\$80	\$82	\$84

* Effective October 28, 1984, restructuring of the compensation system for Bus Operators, including:

Wage Rates - Mileage rates, productive and non-productive rates are eliminated, except for Charter Operator non-productive time when more than 2 days out of home port.

Hours of Work - 8 (9) hours per day, average 40 hours per week.

Overtime Rates - Effective October 28, 1984, \$19.33 per hour on runs exceeding 8 hours per day. Effective May 15, 1985, \$20.33 per hour. Effective May 15, 1986, \$21.33. (Previously, various compensation rates system.)

Work Assignment - Productive hours worked and seniority will be the basis for extra runs or first available departure. (Previously, based only on seniority.)

Cost of Living Provision: Discontinued. (Previously, 0.33% per 1.0 point increase in the Consumer Price Index - 1971=100, using 218.65 as the base and triggered at 38%. Formula did not trigger.)

Ticket Clerk \$1.05 (90¢) per hour.
 No. 1 Premium:
 Charter Premium: Eliminated. (Previously, \$3.75 per hour after 9 hours from report time of the charter, and \$5.75 per hour after the eleventh (twelfth) hour from report time.)
 Meal Allowance: Operators receive a maximum of 2 meals per day at \$5 (\$4) per meal on day 2 and thereafter on overnight trip away from home port. Effective May 15, 1985, \$6. Effective May 15, 1986, \$8.

ELECTRIC POWER, GAS AND WATER UTILITIES

Scarborough City Public Utilities Commission (Hydro, Water Works and Garage Divisions) - Local 1, Utility Workers of Canada (Ind.): A 12-month renewal agreement effective from April 1, 1984 to March 31, 1985, covering 281 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/84</u>
	General Increase	4.89%
	Labourer	\$11.61 (\$11.07)
	Journeyman	\$16.38
	Lineman	(\$15.62)

Health and Welfare: Extended Health Care - Effective August 1, 1984, vision care plan is added. Employer pays 100% of premium costs. Maximum claim for eyeglasses is \$60 every 2 years.

Safety Shoe Allowance: \$60 (\$55) per year for construction workers, including garage personnel and meter readers, and \$45 (\$40) per year for stockkeeper.

RETAIL TRADE

Canada Safeway Limited at Toronto and other Southern Ontario centres - Locals 206 and 486, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): Two 23-month renewal agreements effective from July 23, 1984 to July 5, 1986, covering 1,014 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months. Previous agreement expired July 7, 1984.

Wages:	Effective	<u>July 23/84</u>	<u>Jan. 7/85</u>
	Increases*		
	<u>Full-time Employees</u>		
	Full-time employees	25¢	25¢
	Part-time employees	20¢	15¢

The following rates apply to employees hired after ratification 1978.

	<u>July 23/84</u>	<u>Jan. 7/85</u>
Cashier/Wrapper/ Bakery Sales	\$7.10-\$12.08** (\$7.10-\$11.83)	\$7.10-\$12.33**
Grocery-Produce Clerk/ File Maintenance/ Baker	\$7.26-\$12.76** (\$7.26-\$12.51)	\$7.26-\$13.01**
Meat Cutter	\$7.95-\$13.41 (\$7.95-\$13.16)	\$7.95-\$13.66
<u>Part-time Employees</u> (Student) (Non-Student)	\$4.88-\$9.65** (\$4.88-\$9.45) (\$5.13-\$9.45)	\$4.88-\$9.80**

	<u>July 8/85</u>	<u>Jan. 6/86</u>
Effective		
Increases*		
Full-time employees	25¢	25¢
Part-time employees	20¢	15¢
<u>Full-time Employees</u>		
Cashier/Wrapper/Bakery Sales	\$7.10-\$12.58**	\$7.10-\$12.83**
Grocery-Produce Clerk/ File Maintenance/Baker	\$7.26-\$13.26**	\$7.26-\$13.51**
Meat Cutter	\$7.95-\$13.91	\$7.95-\$14.16
<u>Part-time Employees</u>	\$4.88-\$10.00**	\$4.88-\$10.15**

* Increases are applied on a pro rata basis with zero increase on start rates to 100% increase on top rates.

** Top rates for employees hired prior to ratification 1978:
Effective July 23, 1984, Cashier/Wrapper/Bakery Sales - \$12.25;
Grocery-Produce Clerk/File Maintenance/Baker - \$12.96; Student
and Non-Student - \$9.75. Effective January 7, 1985, \$12.50,
\$13.21 and \$9.90, respectively. Effective July 8, 1985, \$12.75,
\$13.46 and \$10.10, respectively. Effective January 6, 1986,
\$13.00, \$13.71 and \$10.25, respectively.

Maximum rates for the above rated full-time employees are reached after ten 3-month increases.

For part-time Safeway Store employees, maximum rates are reached after four 3-month plus four 6-month increases. (Previously, for Student and for Non-Student, after six 6-month increases.)

Lump Sum Retro-
active Payment:

First year wage increase applied to all regular hours worked and hours paid from July 8 to July 21, 1984.

The following provisions apply to full-time employees.

Economic Adjust- ment:	Four quarterly payments of \$91 each (unchanged) in each year of the agreement.
Health and Welfare:	OHIP - Employer pays 100% of premium costs for employees who have completed 3 months' continuous full-time service. Dental Plan - Effective August 13, 1984, employer contributes 10¢ (8¢) per hour worked to the trust fund. Effective July 15, 1985, 12¢.
Pension Plan:	Canadian Commercial Workers Industry Fund - Effective December 30, 1984, employer contributes 26¢ (22¢) per hour for future service credit. Effective January 5, 1986, 30¢.
Christmas Bonus:	From 1/4 of one week's pay to 1 week's pay, depending on months of service. Capped on basis of the employee's wage rate as at December 31, 1983. (Previously, no cap.)

EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 272 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/84</u>
	Increases	4.4%-5.0% for Teachers, 4.95%-5.10% for Principal and Vice- Principal
	Teacher-Category I 0-12 years	\$18,650-\$36,550 (\$17,850-\$34,860)
	Teacher-Category IV 0-12 years	\$23,750-\$44,390 (\$22,680-\$42,315)
	Vice-Principal	\$50,600-\$53,300 (\$47,880-\$50,715)
	Principal	\$56,800-\$59,500 (\$53,865-\$56,700)

Halton Board of Education - Employees Association (Ind.) (office, clerical and technical employees): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 254 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/84</u>
	General Increase	4%
	Category II (includes Clerk Typist-Schools)	\$7.40-\$8.59 (\$7.12-\$8.26)

July 1/84

Category VII (includes Repair Technician)	\$11.62-\$14.48 (\$11.17-\$13.92)
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Probationary period is 60 (75) days worked. Maximum rate for Clerk Typist-Schools is reached after 3 years and for Repair Technician after 4 years.

Paid Vacation: 3 weeks after 3 (4) years' service and 4 weeks after 9 (10) years'.

Paid Paternity Leave (new): 1 day to attend delivery of child.

Health and Welfare: Life Insurance - Extended to include 1 to 5 (3 to 5) times employee salary up to a maximum of \$25,000 coverage.

Extended Health Care - Plan is extended to include hearing aids with a lifetime maximum benefit of \$400 and vision care with a maximum benefit of \$80 every 24 months (new).

Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Lincoln County Board of Education - Local 1442, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 202 employees, settled at the conciliation stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>July 1/84</u>
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General Increases	3%	2%
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Bi-Weekly Salaries

Level 1 (Mail Clerk)	\$463.91-\$541.41 (\$449.70-\$525.70)	\$473.19-\$552.30
Level 10 (Assessment Counsellor- Psychometrist)	\$934.70-\$1,234.28 (\$907.48-\$1,198.33)	\$953.40-\$1,258.97

Probationary period is 5 months. Maximum rate for Level 1 is reached after 3 annual increases and for Level 9 after 5 annual increases.

Health and Welfare: Dental Plan - Effective April 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Education Allowance: \$225 (\$160) tuition allowance.

Lincoln County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 488 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	1.5%
	Teacher-Level D	\$16,019-\$22,875
	0-6 years	(\$15,782-\$22,537)
	Teacher-Level A1	\$20,279-\$33,785
	0-10 years	(\$19,979-\$33,286)
	Teacher-Level A4	\$25,026-\$43,054
	0-13 years	(\$24,656-\$42,418)

Sick Leave: Retirement Gratuity for accumulated sick leave is frozen as of August 31, 1984.

University of Windsor - Faculty Association (Ind.): A 36-month renewal agreement effective from July 1, 1984 to June 30, 1987, covering 517 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>	<u>July 1/86</u>
	General Increases	5%	*	*
	Equity Adjustments		**	**
	<u>Minimum Annual Rates</u>			
	Lecturer	\$21,433 (\$20,412)		
	Assistant Professor	\$26,612 (\$25,345)		
	Associate Professor	\$33,141 (\$31,563)		
	Professor	\$42,584 (\$40,556)		
	Librarian I	\$19,243 (\$18,327)		
	Librarian IV	\$28,911 (\$27,534)		

* Increases in wages, meal allowance for extramural teaching and travel allowances effective July 1, 1985 and July 1, 1986 to be equivalent to the Consumer Price Index average increase of the previous year minus 1%.

** Equity Adjustments to be 1/2 the difference between University of Windsor mean by rank and the median of the institutional mean by rank in both years.

"Progress-Through-The-Ranks" Increment: Effective July 1, 1985, a lump sum payment of \$775. Effective July 1, 1986, \$875.

Maternity Leave: Up to 17 (13) weeks with pay.

Health and Welfare: Life Insurance and A.D. & D. - Effective July 1, 1985, coverage increases to three times annual salary up to a maximum of \$200,000. (Previously, 2 times annual salary to a maximum of \$110,000.)

Long Term Disability - Effective July 1, 1985, benefit is 80% (66 2/3%) of normal salary to a maximum of \$3,500 (\$2,000) per month.

Pension Plan: Effective July 1, 1985, minimum guarantee is 1.25% (1.05%) up to Yearly Maximum Pension Earnings (YMPE) and 2% (1.75%) above YMPE.

Meal Allowance: Breakfast, \$4.72 (\$4.50); Lunch, \$5.77 (\$5.50) and Dinner, \$13.65 (\$13.00). Effective July 1, 1985, \$5.25, \$6.00 and \$14.00 respectively. Effective July 1, 1986, \$5.75, \$6.50 and \$15.00 respectively.

Extramural Teaching - Chatham and Leamington - food allowance - \$11.55 (\$11), Sarnia and Wallaceburg - food and lodging allowance - \$34.65 (\$33), Waterloo - food and lodging allowance - \$1.05 (\$1).*

Mileage Allowance: Effective July 1, 1985, 27¢ (25¢) per kilometer. Effective July 1, 1986, 29¢.

Travel Allowance: For extramural teaching per semester course - Chatham - \$330.75 (\$315), Leamington - \$275.63 (\$262.50), Sarnia and Wallaceburg - \$551.25 (\$525), Waterloo - \$1.05 (\$1) - 6 trips.*

HEALTH AND WELFARE SERVICES

Victoria Hospital Corporation at London - Local 468, Office and Professional Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 406 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Pages:	Effective	Jan. 1/84
	General Increase	4.5%
	Level 1 (File Clerk)	\$7.302-\$7.845 (\$6.988-\$7.507)
	Level 7 (includes Equipment Control Officer)	\$9.387-\$11.033 (\$8.983-\$10.558)

Probationary period is 3 months of continuous full-time employment. Maximum rate for File Clerk is reached after 5 annual increases and for Equipment Control Officer after 6 annual increases.

Shift Premium: \$2.62 (\$1.65) per shift commencing between 1400 and 0700 hours.

Standby Pay: \$1.25 (\$1.00) per hour.

Health and Welfare: Extended Health Care - Effective August 1, 1984, plan is extended to include hearing aids with a maximum lifetime benefit of \$300 and vision care benefit of \$60 every 2 years (new).

Dental Plan - Effective August 1, 1984, plan is improved to the equivalent of Blue Cross #9 (#7).

Bestview Holdings Limited and Bestview Services Limited at various Ontario cities - Christian Labour Association (Ind.): A 12-month renewal agreement effective from April 1, 1984 to March 31, 1985, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Oct. 1/84</u>
	General Increases	2%	6%
	Housekeeping Aide	\$7.58-\$8.14 (\$7.43-\$7.98)	\$8.03-\$8.62
	R.N.A.	\$8.35-\$8.95 (\$8.19-\$8.77)	\$8.84-\$9.48
	Cook	\$8.47-\$9.00 (\$8.30-\$8.82)	\$8.97-\$9.53

One-time lump sum payment for employees who received less than a \$1,000 increase in 1983.

Probationary period is 375 hours worked. Maximum rates are reached after 3 annual increases.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River and Deep River - Local 404, Office and Professional Employees (AFL-CIO/CLC): A 12-month extended agreement in accordance with the Public Sector Compensation Restraint Act, 1982, effective from July 1, 1984 to June 30, 1985, covering 285 employees.

Wages:	Effective	<u>July 1/84</u>
	General Increase (PSCRA)	5%
	Range AC 3 (includes Clerk Typist)	\$14,045-\$20,275 (\$13,376-\$19,310)

July 1/84

Range AC 8	\$30,485-\$34,425
(includes	(\$29,033-\$32,786)
Purchasing Agent)	

Previous rates were adjusted July 1, 1983 to comply with the PSCRA.

PERSONAL SERVICES

Toronto (Harbour Castle) Hilton Hotel, a Division of Campeau Corporation - Local 351,

Textile Processors (Ind.): A 36 1/2 month renewal agreement effective from May 16, 1984 to May 31, 1987, covering 732 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 16/84</u>	<u>Sept. 1/85</u>
	Increases	22¢-49¢	22¢-51¢
	Waiter/Waitress	\$4.52 (\$4.30)	\$4.74
	Maid	\$6.35 (\$6.00)	\$6.65
	Maintenance 1	\$10.34 (\$9.85)	\$10.85
	Effective	<u>Feb. 1/86</u>	<u>Dec. 1/86</u>
	Increases	20¢ for House- keeping empls.	24¢-55¢
	Waiter/Waitress	\$4.74	\$4.98
	Maid	\$6.85	\$7.30
	Maintenance 1	\$10.85	\$11.40

Overtime Pay: Time and one-half for all hours worked on the sixth and seventh day in a row (new).

Pay for Management Sponsored Functions: Banquet waiters, waitresses and bartenders receive the following amounts: Effective July 9, 1984, Breakfast - \$16 (\$15), Lunch - \$19 (\$18), Reception - \$19 (\$18), Dinner - \$26 (\$25). Effective July 1, 1985 and July 1, 1986, amounts increase by \$1 in each year.

Gratuities: Bell person - Effective July 9, 1984, \$1.50 (\$1) in and \$1.50 (\$1) out for each bag on tour. Also \$1.50 (75¢) per person on Key Tour packages.

Room service waiter - Effective July 9, 1984, \$1.25 (\$1) per complimentary item delivered to a guest. Effective June 1, 1985, \$1.50. Effective June 1, 1986, \$1.75.

Health and Welfare: Health and Welfare Plan - Effective June 1, 1985, employer pays \$50 (\$45) per month per full-time employee. Effective December 1, 1985, \$55. Effective December 1, 1986, \$60.

Pension Plan: (new): Effective February 1, 1987, employer contributes 10¢ per hour worked per full-time employee.

MISCELLANEOUS SERVICES

Federated Building Maintenance Co. Ltd. at Toronto - Local 51, Food and Service Workers (CCU): A 24-month renewal agreement effective from April 13, 1984 to April 12, 1986, covering 250 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Apr. 13/84	Apr. 13/85
	General Increases	35¢	25¢
	Light Duty Cleaner	\$6.18 (\$5.83)	\$6.43
	Interior Window Washer	\$7.57 (\$7.22)	\$7.82

Night Premium: 60¢ (50¢) per hour for Garage Cleaner.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association, Inc. (Ind.) (police officers and cadets): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 4,014 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/84
	Increase	4.68%*
	<u>Annual Rates</u>	
	3rd Class Constable (12-24 months)	\$26,360 (\$25,860)
	1st Class Constable (36 months and over)	\$32,783 (\$31,317)
	Sergeant Major (12 months and over)	\$42,211 (\$40,324)

* 4.68% to all ranks, 1st class constable and above. \$500 per year increase to constables 12-24 and 24-36 months. No increase in rate for probationary constable.

Health and Welfare: Vision Care and Hearing Aids (new) - Employer pays 50% of premium costs. Maximum claim is \$60 every 2 years for vision care, and \$200 lifetime maximum for hearing aids. Deductibles are \$10 single/\$20 family per year.

Dental Plan - Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule. Benefits are payable on a 85%/15% (65%/35%) co-insurance basis.

Maternity Leave: First 2 weeks at 93% of salary plus an additional 15 weeks at the difference between 93% of salary and weekly UIC benefits (new).

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 443 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	<u>Effective</u>	<u>Jan. 1/84</u>	<u>July 1/84</u>
	General Increases	4.6%	.37%
	<u>Annual Rates</u>		
	Constable	\$24,373	\$24,463
	4th Class	(\$23,301)	
	Constable	\$32,729	\$32,850
	1st Class	(\$31,290)	
	Staff Sergeant	\$39,275	\$39,420
		(\$37,548)	

Hours of Work: A compressed work week is initiated for all uniform staff on a 60 week trial basis. (Previously, only two divisions.)

Paid Vacation: Employee receives full vacation entitlement (pro-rated) on retirement.

Bereavement Leave: 3 (1) day's paid leave in the event of the death of a son-in-law or daughter-in-law.

Health and Welfare: Long Term Disability - Maximum benefit increases to \$3,000 (\$2,000). Payments are based on 3% change in the Consumer Price Index.

Vision Care - Benefit increases to \$100 (\$60) once every 2 years.

Continuation of Benefits - Employee who retires receives paid-up OHIP coverage to age 65. Surviving spouse medical coverage continues up to 6 months after death of insured (new).

Plain Clothes Allowance: \$700 (\$600).

Meal Allowance: \$6 (\$4).

Mileage Allowance: 40¢ (30¢) per mile one way.

East York Borough Corporation - Local 114, Canadian Union of Public Employees (CLC)
(inside and outside employees): Two 12-month renewal agreements, effective from January 1, 1984 to December 31, 1984, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/84</u>
	Increase	5.75% average*
	Additional Adjustment	Restructuring of the wage schedule through adjustments to existing classifications or addition of new classifications

Outside

Records Clerk - General Service (new)	\$9.90
Labourer - Surface (new)	\$10.65
Carpenter	\$13.06 (\$12.36)

Inside
(Weekly Rates)

Clerk-Grade 1 (includes Clerk-Typist)	\$286.65-\$352.45 (\$284.90-\$307.65)
Clerk-Grade 7 (new) (includes Payroll Clerk II)	\$417.90-\$483.35
Technician-Grade 6 (new) (includes Estimator)	\$491.05-\$556.15

* Restructuring of salary/wages was adopted in order to gain a modified parity with the City of Toronto in 1985 and, effective July 1, 1985, 1% increase on all rates in effect December 31, 1984, in addition to any general increase that may be negotiated in 1985.

Probationary period for Clerk-Grades 1 and 7 and Technician-Grade 6 is 3 months. Maximum rates are reached after six 6-month increases for Clerk Grade 1 and after three annual increases for Clerk-Grade 7 and Technician-Grade 6.

Pension Plan: Early Retirement (new) - Eligibility based on the "90" factor. Plan provides similar benefit as received by employees of the Municipality of Metropolitan Toronto, OMERS.

Hamilton-Wentworth Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 651 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>July 1/84</u>
	General Increases	4%	1.3656%
	<u>Annual Rates</u>		
	Constable 3rd Class	\$25,723.00 (\$24,733.65)	\$26,074.27
	Constable 1st Class	\$32,555.42 (\$31,303.29)	\$33,000.00
	Staff Sergeant	\$41,009.66 (\$39,432.96)	\$41,569.69
Shift Premium:	Effective July 1, 1984, 0-10¢-20¢ (0-12¢-22¢).		
Service Pay:	\$90 (\$85) annually for each 5 years of service up to 25 years. \$131 (\$125) annually after 25 years of service for each additional 5 years of service.		
Health and Welfare:	<u>Dependant Life Insurance (new)</u> - Effective July 1, 1984, \$5,000 coverage for spouse and \$3,000 for dependant. <u>Dental Plan</u> - Effective July 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule, with an annual maximum of \$1,000 (\$500). Orthodontia coverage is added on a 50%-50% co-insurance basis with an lifetime maximum of \$1,500 for dependant child.		
Meal Allowance:	\$3.50 (\$2.65).		

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC)
(inside and outside employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	General Labourer	\$10.04 (\$9.56)
	Licensed Mechanic	\$12.47 (\$11.88)
	<u>Annual Rates</u>	
	Fire Hall Dispatcher	\$14,616-\$16,986 (\$13,920-\$16,177)
	Contract Inspector	\$24,497-\$28,770 (\$23,330-\$27,400)

Probationary period is 3 months. Maximum rates for Fire Hall Dispatcher and Contract Inspector are reached after 4 annual increases.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC)
(outside employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 344 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Jan. 1/84
	General Increase	5.5%
	Labourer	\$10.49 (\$9.94)
	Journeyman	\$13.21
	Plumber	(\$12.52)
Shift Premium:	30¢ (27¢) per hour.	
Paid Vacation:	1 additional day for each year of service after 18 (20) years up to a maximum of 10 days.	
Bereavement Leave:	Effective July 23, 1984, grandchild is added to the provision for up to 3 days' paid leave.	
Sick Leave:	Effective December 31, 1984, present plan of 1 1/2 days accumulative per month to be frozen with vesting and payout rights retained and replaced by a plan providing 10 days per calendar year. No cash payout of accumulated days under new plan.	
Health and Welfare:	Extended Health Care - Effective July 20, 1984, maximum claim for eyeglasses is \$80 (\$60) per person every 2 years.	
	<u>Long Term Disability Plan (new)</u> - Benefit is 65% of normal straight time pay, non-taxable, from the 76th working day of illness or non-work related injury, inclusive of government offsets (exclusive of dependant benefits) until recovery or retirement, whichever is sooner.	
	<u>Dental Plan</u> - Effective September 1, 1984, coverage is based on the previous year's (1981) Ontario Dental Association fee schedule.	
Safety Shoe Allowance:	Effective July 23, 1984, employer contributes up to maximum of \$50 (\$40) for replacement as required.	

Windsor City Corporation - Locals 82 and 543, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 18-month renewal agreements effective from July 12, 1984 to December 31, 1985, with wages retroactive to January 1, 1984, covering 830 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Jan. 1/84	Jan. 1/85
	General Increases	5%	6%

	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
<u>Outside Employees</u>		
Job Class Adjustments	\$1.00 for Instrument Electrical and Electronic Technician	
Labourer	\$10.25-\$10.70 (\$9.75-\$10.19)	\$10.87-\$11.34
Certified Motor Mechanic	\$13.20 (\$12.57)	\$13.99
Electronic Technician	\$15.50 (\$13.76)	\$16.43

Inside Employees

Additional Adjustments	Restructuring of wage schedule and a job class adjustment
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Bi-weekly Rates

Junior Clerk 7.00 (VII) (includes Clerk-Typist) (33.75 hours/week)	\$563.34-\$666.59 (\$536.51-\$634.85)	\$597.14-\$706.58
Senior Clerk 2.10 (IIA) (includes Bookkeeper General Ledger) (33.75 hours/week)	\$932.49-\$953.75 (\$888.09-\$908.33)	\$988.43-\$1,010.97
Supervisory 1.10 (IAA) (includes Senior Analyst Programmer-Finance) (37.5 hours/week)	\$1,076.21-\$1,305.19 (\$1,024.96-\$1,243.04)	\$1,140.78-\$1,383.50

Maximum rate for Labourer is reached upon completion of 90 calendar days probationary period.

Probationary period for inside employees is 120 calendar days. Maximum rate for Clerk-Typist is reached after two 6-month and four annual increases, for Bookkeeper General Ledger after one annual increase and for Senior Analyst Programmer-Finance, after four annual increases.

Shift Premium
(Outside Employees):

35¢ (30¢).

Paid Vacation:

Effective January 1, 1985, temporary employee to receive same benefits as regular employee. (Previously, 4% of earnings.)

Sick Leave: After 6 month's service temporary employee to accumulate 3/4 of a day per month, to a maximum 18 days (new).

Health and Welfare: Long Term Disability Plan - A new plan to be negotiated with employer paying 100% of premium costs. Sick leave credits and cash out provisions to be capped as of the date of implementation of the LTD plan.

Vision Care - Effective September 1, 1984, \$80 (\$60) every 24 months.

Dental Plan - Effective September 1, 1984, \$1,000 (\$650) orthodontic benefit lifetime maximum.

Mileage Allowance: 25¢ per kilometer (35¢ per mile).

Safety Prescription Glasses (Outside Employees): Employer pays 1/2 cost of glasses to a maximum \$50.

Professional and Licence Fees: Employment related fees paid by employer.

York City Corporation, Works Department and Parks and Recreation Department - Local 10, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5% plus 2%* compounded
	Additional Adjustments	23¢ for sanitation employees on 10 hour shifts*
	Labourer (Ordinary)	\$10.42-\$10.80 (\$9.73-\$10.09)
	Machinist	\$13.61 (\$12.71)

* Subject to acceptance of proposed new hours of work for Sanitation employees.

Maximum rate for Labourer is reached upon completion of a 3-month probationary period.

Hours of Work: Effective November 1984, employees at the West Sanitation Yard commence working 10 hour shifts (new). Effective November 1985, employees at East Sanitation Yard commence working 10 hour shifts.

Night Shift Premium: 39¢ (37¢). 78¢ (74¢) for Saturday or Sunday.

Health and Welfare: Group Life Insurance - Employer pays 100% (two-thirds) of premium costs.

York Regional Municipality and York Regional Land Division Committee - Local 1953, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Housekeeper	\$7.11-\$7.62 (\$6.77-\$7.26)
	Clerk Steno	\$7.85-\$9.25 (\$7.48-\$8.81)
	Labourer/Driver	\$10.04-\$10.43 (\$9.56-\$9.93)
	Planner III	\$18.46-\$22.71 (\$17.58-\$21.63)

Maximum rates are reached on completion of a 6-month probationary period for Housekeeper and Labourer/Driver, after 30 months for Clerk Steno and after 42 months for Planner III.

CONSTRUCTION

The Electrical Power Systems Construction Association, province-wide - Boilermakers (AFL-CIO/CFL): A 24-month renewal agreement* effective from May 1, 1984 to April 30, 1986, covering 281 employees, settled with mediation assistance. Duration of negotiations - 1 1/2 months.

* Previously, part of the EPSCA master agreement with the Ontario Allied Construction Trades Council.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	Package Increases	25¢	75¢
	Boilermaker Journeyman, Atikokan, Bruce, Darlington, Lakeview, Nanticoke, Pickering, Thunder Bay and Wesleyville Projects	\$22.38 (\$22.13)**	\$23.13

** Previous package rate includes a \$1.00 per hour wage increase originally scheduled for July 1, 1983 but not paid in order to comply with the Inflation Restraint Act, 1982.

NOTE: Package rates shown include wages, vacation and statutory holiday pay and employer contributions to welfare and pension funds.

Vacation and 12% (10%).
Statutory
Holiday Pay:

Electrical Power Systems Construction Association, province-wide - Plumbers (AFL-CIO/CFL): A 22-month renewal agreement effective from June 29, 1984 to April 30, 1986, covering 720 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Previous agreement expired April 30, 1984.

Package:	Effective	<u>June 29/84</u>	<u>May 1/85</u>
General Increases		25¢	75¢
Journeyman			
Local 599, Barrie (Miscellaneous Projects and Lines and Stations Construction)		\$20.89 (\$20.64)*	\$21.64
Local 463, Oshawa (Darlington and Welseyville Projects, Miscellaneous Projects and Lines and Stations Construction)		\$21.64 (\$21.39)*	\$22.39
Local 46, Toronto (Pickering and Lakeview Projects, Miscellaneous Projects and Lines and Stations Construction)		\$22.71 (\$22.46)*	\$23.46

Note: Package rates shown above include wages, vacation pay, and employer contributions to welfare, pension and supplementary unemployment benefit funds.

* Previous package rates include increases originally scheduled for May 1, 1983 but withheld in order to comply with the Inflation Restraint Act, 1982.

Call-in Pay:	Minimum 4 hours' pay at premium rates, as previously. If employees normal hours commence within the 4 hour period, normal rate is resumed (new).
Welfare Fund:	Employer contributes 96¢ (91¢) per hour worked for Local 599. Effective May 1, 1985, \$1.01 for Local 599 and \$1.10 (\$1.00) for Local 46.
Pension Fund:	Employer contributes \$1.26 (\$1.24) per hour worked for Local 599. Effective May 1, 1985, \$1.33.
Subsistence Allowance:	\$31 per day for employees at Bruce project. If hired before June 29, 1984, \$31 for employee at Pickering and \$29 for employee at Darlington. Effective November 1, 1984, \$26 for employee at Darlington. Effective May 1, 1985, \$30 and \$23 for employees at Pickering and Darlington, respectively. Effective November 1, 1985, \$20 for employee at Darlington (new).

Travel Allowance: Employees hired prior to June 29, 1984, \$13 per day worked or reported for, for employee living within 16-20 kilometers of project, \$15 per day between 20-97 kilometers and \$20 per day for greater than 97 kilometers. (Previously, \$13 per day between 16-97 kilometers.) Effective November 1, 1984, \$5 per day between 16-20 kilometers. Employees hired after June 29, 1984, \$20 for greater than 97 kilometers.

Provincial Training Fund Local 46: 4¢ (2¢) per hour earned.

Interior Systems Contractors Association of Ontario, province-wide - Local 675, Carpenters (AFL-CIO) (residential construction): A 22-month renewal agreement effective from July 5, 1984 to April 30, 1986, covering 700 employees, settled during a work stoppage. Duration of negotiations - 4 months. Previous agreement expired April 30, 1984.

Package:	Effective	<u>July 5/84</u>	<u>May 1/85</u>
General Increase			\$1.00
Journeyman		\$20.07	\$21.07
Drywall-Acoustic		(\$20.07)*	

Rates shown include vacation pay, and employer contributions to Welfare, Pension and Supplemental Unemployment Benefit funds.

* Previous rate reflects a 25¢ per hour reduction in the base rate and a 5¢ per hour increase in contributions to health and welfare funds which were implemented during the term of previous agreement.

Hours of Work: 8 (5 1/2) hours on Friday. 40 (37 1/2) hours per week.

Fringe Benefit Fund: Effective May 1, 1985, employer contributes \$2 (\$1.95) per hour worked per employee to Health and Welfare, Pension, Supplemental Unemployment Benefits, Union Dues and Industry Funds. For board applicators and insulators, employer deducts 10% of gross earnings to cover the cost of fringe benefits.

Piece Work Rates (Per 1,000 Square Feet):	Effective	<u>July 5/84</u>	<u>May 1/85</u>
Insulator		\$60 (\$65)	\$63
Boardman - Housing		\$90 (\$90)	\$93
Boardman - Apartment		\$95 (new) *	\$100

* Previously, board men employed on Apartment Buildings were paid the hourly rate applicable in the I.C.I. construction sector.

Service Charge (Housing/wood frame): Employees no longer required to pay service charge of 4% of gross earnings for delivery of screws and nails.

Premium Pay (Insulator) (new): 1¢ per square foot when poly applied to ceiling, where loose fill or blown insulation has been installed.

Millwrighting Contractors Association of Ontario Inc., province-wide - Millwright District Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction): A 21-month renewal agreement effective from July 23, 1984 to April 30, 1986, covering 1,300 employees, settled at the bargaining stage. Duration of negotiations - 5 months. Previous agreement expired April 30, 1984.

Package:	Effective	<u>July 23/84</u>	<u>May 1/85</u>
	Increases	25¢	75¢
	Journeyman Millwright	\$21.74 (\$21.49)	\$22.49

Rates shown include vacation pay and employer contributions to Welfare, Pension and Supplemental Unemployment Benefit funds.

Shift Work Compensation: 8 hours' base rate pay for 7 hours' work. (Previously, prevailing hourly rate, plus a minimum of 15% per hour.)

Welfare Fund: Employer contributes \$1.15 (\$1) per hour earned. Effective May 1, 1985, \$1.25.

Travel Allowance: One minute's pay for each kilometer travelled to a maximum of 8 hours' pay at the regular rate. (Previously, 2 to 8 hours' pay depending on distance.)

Board Allowance: \$46 per day worked on jobs beyond 160 kilometers from City Hall. (Previously, \$33 per day paid on a seven day basis.)

Ontario Refrigeration and Air Conditioning Contractors Association, province-wide - Local 787, Plumbers (AFL-CIO/CFL): One 22-month renewal agreement effective from June 26, 1984 to April 30, 1986, covering 150 construction employees, and one 19-month renewal agreement effective June 26, 1984 to January 27, 1986, covering 450 service employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 1/2 months. Previous agreements expired April 30, 1984.

Package:	Effective	<u>June 26/84</u>	<u>May 1/85</u>
	Increases		
	Construction Employees		\$1
	Service Employees		\$1.10
	<u>Construction</u>		
	Journeyman Refrigeration Mechanic Zone 1 (includes Toronto)	\$23.76	\$24.76

	<u>May 1/84</u>	<u>May 1/85</u>
Journeyman Refrigeration Mechanic Zone 4 (north of Barrie)	\$22.11	\$23.11

Service

Journeyman Refrigeration Mechanic Zone 1	\$23.76	\$24.86
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Journeyman Refrigeration Mechanic Zone 4	\$22.11	\$23.21
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Rates shown include vacation pay and employer's contribution to the welfare benefit fund.

Hours of Work (service): 40 (37 1/2) per week.

Overtime (service): All overtime, including Sundays and statutory holidays, calculated at time and one-half (double-time).

Health and Welfare: Effective July 27, 1984 for maintenance employees and effective May 1, 1985 for construction employees, benefits calculated on the basis of hours earned (hours worked).

Travel Time (service): All travel time outside regular working hours to be calculated at straight time rates (overtime rates).

Toronto Masonry Contractors' Association Inc. - Local 1, Bricklayers, Ind. (CCU):
Two 24-month renewal agreements effective from June 1, 1984 to May 31, 1986, covering 1,900 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>July 1/84</u>	<u>Oct. 1/84</u>	<u>June 3/85</u>
	Increases			
	Journeyman	20¢	25¢	50¢
	Assistants	20¢	20¢	40¢
	Journeyman Bricklayer	\$20.32 (\$20.12)	\$20.57	\$21.07
	Bricklayer's Assistant	\$16.91 (\$16.71)	\$17.11	\$17.51

Rates shown above includes vacation pay and employer's contribution to welfare fund.

Travel Allowance: \$15 (\$12) per day for Toronto - Zone 2.

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Abitibi-Price Inc., Iroquois Falls, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls	Office and Professional Employees (AFL-CIO/CLC)	233	B
Algolds, Div. of Alcan Canada Products Inc., Toronto	United Steelworkers (AFL-CIO/CLC)	328	B
American Standard (Div. of Wabco Standard Ltd.) (Landsdowne Plant), Toronto	Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	323	B
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	292	ME
Baycrest Centre and/or The Jewish Home for the Aged, Toronto	Service Employees Int'l. (AFL-CIO/CLC) (full and part-time service empls.)	450	PC
Black Diamond Cheese (Div. of Brooke Bond Foods Ltd.), Belleville	Energy and Chemical Workers (AFL-CIO/CLC)	215	B
Boilermakers Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CFL)	1,549	B
Boise Cascade Canada Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC)	770	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	535	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	385	B
Bruce County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	345	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	212	B
Burns Meats Ltd., Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	450	W/
Camco Inc., London	United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	274	CO
Can Car Rail Inc. (formerly, Hawker Siddeley Canada, Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	450	B

* See page 337 for definition of codes

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CFL)	450	MED
Carleton Roman Catholic Separate School Board	Assn. des Enseignants Franco-Ontariens (Ind.)	300	B
Carleton Roman Catholic Separate School Board	Employees Assn. (Ind.)	290	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	700	B
Carleton University, Ottawa	CUPE (CLC) (clerical empls.)	587	B
Carleton University, Ottawa	CUPE (CLC) (part-time teachers)	650	B
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	515	B(R)
Clark Equipment of Canada, St. Thomas	Machinists (AFL-CIO/CLC)	456	B
Commodore Business Machines Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	250	MED/WS
Consumers' Glass Co. Ltd., Toronto	Aluminum, Brick & Glass Workers (AFL-CIO/CLC)	680	MED
Cooper Canada Ltd., Toronto	Pottery Workers (AFL-CIO/CLC)	845	B
Crown Cork and Seal Co., Concord	United Steelworkers (AFL-CIO/CLC)	227	B
DeHavilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (production and office empls.)	2,100	PCB
Denison Mines Ltd., Elliot Lake**	United Steelworkers (AFL-CIO/CLC) (mine, office and technical empls.)	1,800	B
Dominion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	500	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (warehouse empls., truck drivers and helpers)	759	B
Dominion Stores Ltd., Toronto and other southwestern Ont. centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full and part-time retail food empls.)	9,500	B
Dontar Inc. (Fine Papers Div.), Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,600	CO

** Federal jurisdiction

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Drug Trading Co. Ltd. and Druggist Corp. Ltd., Toronto	Energy and Chemical Workers (CLC)	373	CO
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	250	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,955	B
Durham Board of Education	CUPE (CLC)	330	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,851	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,122	B
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	610	B
Durham Regional Municipality, Whitby	CUPE (CLC) (inside empls.)	325	B
Durham Regional Municipality (Homes for the Aged), Whitby	CUPE (CLC)	498	CO
East York Borough, Etobicoke, North York, Scarborough, Toronto and York Cities, and Metropolitan Toronto Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	9,074	B
East York Borough and Etobicoke, North York, Scarborough, Toronto and York Cities Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,302	B
Eastern Steelcasting and Ivaco Rolling Mills (Div. of Ivaco Inc.), L'Orignal	United Steelworkers (AFL-CIO/CLC)	654	B
Eaton's, Scarborough Town Centre	Retail Wholesale Empls. (AFL-CIO/CLC)	415	B
Edwards, A Unit of General Signal Ltd., Owen Sound	United Steelworkers (AFL-CIO/CLC)	220	B
Electrical Power Systems Construction Assn., (Generation Projects Construction), province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL)	1,100	W/

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Electrical Power Systems Construction Assn., (Transmission Systems Construction), province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL)	400	W/S
Electrical Power Systems Construction Assn., province-wide	Structural Iron Workers (AFL-CIO)	700	B
Elgin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	425	B
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	470	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	550	MED
Etobicoke City Corp.	CUPE (CLC) (outside empls.)	716	CO
Etobicoke City Corp.	Fire Fighters (AFL-CIO/CLC)	404	B
Extendicare Ltd. and other companies operating a total of 30 nursing homes in Ontario	Service Employees Intl. (AFL-CIO/CLC) (full and part-time service empls.)	2,530	ARB
Fiberglas Canada Ltd. (Textile & Chemical Plants), Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	382	B
Fleck Manufacturing Inc., Huron Park	Auto Workers (CLC)	500	B
Fleet Industries, Div. of Fleet Aerospace Corp. Ltd., Fort Erie	Machinists (AFL-CIO/CLC)	490	B
Ford Motor Company of Canada Ltd., Inter-city	Auto Workers (CLC) (hourly-rated and salaried empls.)	14,250	B
Fraser Inc., Thorold	Cdn. Paperworkers (CLC)	500	B
Frontenac-Lennox and Addington Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	243	B
GSW Inc., Fergus, London and Stoney Creek and Knights Industries, Hamilton	United Steelworkers (AFL-CIO/CLC) (office and plant empls.)	450	CO

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC) (circulation, editorial and maintenance empls.)	425	B
Great Atlantic and Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	249	W/
Great Atlantic and Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time retail food empls.)	8,300	B
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (woods empls.)	1,400	B
Grey County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	449	B
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	311	B
Griffith Mine (Pickands, Mather and Co., Managing Agent, Bruce Lake	United Steelworkers (AFL-CIO/CLC)	230	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,279	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,151	ME
Halton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Halton Regional Police, Oakville	Police Assn. (Ind.)	270	B
Hamilton City Board of Education	CUPE (CLC)	530	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	ME
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	501	CO
Hamilton City Corp.	CUPE (CLC) (inside empls.)	403	CO

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC)	200	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	350	CO
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,200	B
Hastings County Board of Education	CUPE (CLC)	200	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	583	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	550	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	230	B
Hawker Siddeley Canada Inc., Orenda Div., Malton	Machinists (AFL-CIO/CLC)	413	B
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	356	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	254	B
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	366	MED/WS
Imperial Tobacco, (Division of Imasco Ltd.), Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC)	720	B
Kendall Canada, Toronto	United Steelworkers (AFL-CIO/CLC)	500	MED/WS
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	526	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	436	B
Kerr Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	345	B

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Kimberly-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC) and Electrical Wkrs. (IBEW) (AFL-CIO/CFL)	740	B
Kingston Spinners Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	230	CO
Kitchener City Corp.	CUPE (CLC) (outside empls.)	225	B
Kitchener City Corp. (Transit Div.)	Railway Transport and General Workers (CLC)	250	B
Lakehead Board of Education	CUPE (CLC)	240	CO
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	600	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	380	B
Lakehead University, Thunder Bay	University Professors (Ind.)	260	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450	B
Lambton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	339	B
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	308	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	210	PF
Laurentian University, Sudbury	Faculty Assn. (Ind.)	251	B
Leeds & Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	480	B

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	276	B
Libbey-St. Clair Inc., Wallaceburg	Aluminium, Brick and Glass Workers (AFL-CIO/CLC)	518	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	760	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	685	B
Liquor Control Board and Liquor Licence Board of Ontario, province-wide	Ont. Liquor Board Empls. (NUPGE) (CLC)	4,800	B
Loblaws Ltd. and Westfair Foods Ltd., Toronto and other centres	Food & Commercial Workers (AFL-CIO/CLC) (full and part-time retail food empls.)	8,000	B
Loblaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time retail food empls.)	1,200	B
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	PMB
London Transit Commission	Transit Union (AFL-CIO/CLC)	380	C0
MacMillan Bloedel Ltd., Sturgeon Falls	Cdn. Paperworkers (CLC)	322	B
Metro Toronto Association for the Mentally Retarded	CUPE (CLC)	344	B
Metro Toronto Demolition Contractors Inc.	Labourers (AFL-CIO)	250	B
Metropolitan Toronto Hotel Association	Hotel Employees (AFL-CIO/CLC) (beverage room empls.)	250	C0
Metropolitan Toronto Library Board	CUPE (CLC)	249	B
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	850	C0

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	CO
Metropolitan Toronto Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	5,500	B
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	ARB
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	363	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	348	B
Mississauga City Corp. (Transit Div.)	Transit Union (AFL-CIO/CLC)	330	CO
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	270	B
National Elevator and Escalator Assn., province-wide	Elevator Constructors (AFL-CIO/CFL)	1,000	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	574	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	834	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	793	B
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	270	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	421	B
John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	274	B
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	261	B

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	227	B
Norfolk Hospital Assn., Simcoe	Service Employees Intl. (AFL-CIO/CLC) (service empls.)	264	CO
North Shore District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	206	B
North York City Hydro-Electric Commission	CUPE (CLC) (inside and outside empls.)	320	B
North York Public Library Board	CUPE (CLC) (service and maintenance empls.)	400	B
Northern Wood Preservers Ltd., Div. of 502084 Ontario Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	270	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	623	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	445	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic unit)	7,000	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff unit)	4,500	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	5,685	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services)	9,728	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services)	3,133	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (general operational services)	4,138	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care services)	5,796	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services)	6,123	ARB

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services)	6,139	ARR
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional services)	4,313	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services)	5,288	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC)***	50,343	ARB
Ontario Housing Corp. & Metro Toronto Housing Authority, Toronto	CUPE (CLC) (maintenance empls.)	670	B
Ontario Hydro, (Construction Field Forces, Generation Projects Div., and Transmission Systems Div.), province-wide	CUPE (CLC) (full-time and part-time office and clerical empls.)	280	CO
Ontario Hydro, province-wide	CUPE (CLC) (operators, maintenance, clerical empls. and shippers)	15,177	CO
Ontario Paper Company Ltd., Thorold	Cdn. Paperworkers (CLC) and Long- shoremen (AFL-CIO/CLC)	680	CO
Oshawa City Corp.	CUPE (CLC) (inside empls.)	217	CO
Ottawa Board of Education	CUPE (CLC) (full-time office, clerical and technical empls.)	432	B
Ottawa Board of Education	Independent Local Union (maintenance and plant operation empls.)	800	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ottawa City Corp. and Ottawa- Carleton Regional Municipality	CUPE (CLC) (inside and outside empls.)	3,330	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	560	B
Ottawa Civic Hospital	CUPE (CLC) (paramedical empls.)	220	B
Ottawa Civic Hospital and other hospitals, province-wide	CUPE (CLC) (service empls.)	18,420	B

*** Working conditions and benefits agreement covering all Ontario Government units.

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ottawa Construction Assn.	Labourers (CLC) (other than ICI construction)	700	PCB
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	725	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	502	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	350	B
Parkwood Hospital and McCormick Home for the Aged, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full and part-time service empls.)	510	ARB
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	2,500	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,105	F
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	740	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	B
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	300	B
Phillips Cables Ltd., Brockville	Communications and Electronics Workers (CLC)	330	CO
Queen's University Kingston	CLC Directly Chartered	325	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	340	B
Renfrew County Corp. (Bonnechere Manor), Pembroke	CUPE (CLC)	200	CO
Rio Algom Ltd., Elliot Lake**	United Steelworkers (AFL-CIO/CLC) (mine, office and technical empls.)	2,725	B

** Federal jurisdiction

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ryerson Polytechnical Institute, Toronto	Cdn. Educational Workers (Ind.)	230	B
Ryerson Polytechnical Institute, Toronto	Faculty Association (Ind.)	576	B
Ryerson Polytechnical Institute, Toronto	OPSEU (NUPGE) (CLC) (office, clerical, technical and food service empls.)	522	B
St. Joseph's Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (full-time service empls.)	341	ARB
St. Joseph Religious Hospitaliers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC) (full-time and part-time service empls.)	365	B
St. Thomas-Elgin General Hospital	Service Employees Intl. (AFL-CIO/CLC)	470	ARB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL) (service empls.)	475	PCB
Sault Ste. Marie City Corp. (Works Dept.)	CUPE (CLC) (service and maintenance empls.)	220	MED
Scarborough General Hospital	OPSEU (NUPGE) (CLC) (clerical empls.)	240	B
J.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.)	2,200	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	PFB
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	F
Simcoe County Board of Education	OPSEU (NUPGE) (CLC)	264	B
Spruce Falls Power and Paper Company, Kapuskasing	Carpenters (AFL-CIO) (wood empls.)	450	B
Steinberg Inc. (Miracle Food Mart Div.) (Meat Processing plant), Rexdale	Food & Commercial Workers (AFL-CIO/ CLC)	225	CO
Steinberg Inc. (Miracle Food Mart Div.), Southern Ontario	Food & Commercial Workers (AFL-CIO/ CLC) (full-and part-time retail food empls.)	5,000	B
Steinberg Inc. (Miracle Mart Div.), Toronto and other centres	Food and Commercial Workers (AFL- CIO/CLC) (retail dept. store empls.)	500	B

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	455	F
Sudbury Board of Education	CUPE (CLC)	387	B
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	525	MED
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	700	MED
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,111	F
Sudbury Regional Board of Commissioners of Police	Police Assn. (Ind.)	202	B
Sunnybrook Food Market (Keele) Ltd., province-wide	National Council of Cdn. Labour (Ind.)	200	B
Sunnybrook Medical Centre, North York and other hospitals, Toronto and other centres	Service Employees Int'l. (AFL-CIO/CLC) (service empls.)	10,000	ARB
T.R.W. Canada Ltd. (formerly Decor Metal Products), Midland and Penetanguishene	Clothing and Textile Workers (AFL-CIO/CLC)	526	B
Tend R-Fresh Plant, Div. of Maple Leaf Mills, Petersburg	Food and Commercial Workers (AFL-CIO/CLC)	215	CO
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	224	B
Thunder Bay City Corp. (Homes for the Aged)	Service Employees Intl. (AFL-CIO/CLC)	400	B
Thunder Bay Construction Assn. (General Contractors' Div.)	Carpenters (AFL-CIO) (cement finishers)	400	CO
Toronto Area Transit Operating Authority	Transit Union (AFL-CIO/CLC) (service and maintenance empls.)	330	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,264	B
Toronto Cloak Manufacturers' Assn., Toronto	Ladies' Garment Workers (AFL-CIO/CLC)	800	B

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Toronto General Hospital	OPSEU (NUPGE) (CLC) (paramedical empls.)	217	CO
Toronto Public Library Board	CUPE (CLC) (full-time and part-time librarians and clerical empls.)	741	B
Toronto Transit Commission	CUPE (CLC)	205	CO
Toronto Transit Commission and Gray Coach Lines	Transit Union (AFL-CIO/CLC)	7,500	CO
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full and part-time service empls.)	400	CO
University of Guelph	CUPE (CLC) (maintenance empls.)	385	B
University of Guelph	Staff Assn. (Ind.) (office, clerical laboratory and technical empls.)	835	B
University of Ottawa	University Professors (Ind.)	950	B
University of Toronto	Cdn. Educational Workers (Ind.) (graduate assistants)	1,800	B
University of Toronto	Service Employees Intl. (AFL-CIO/CLC) (non-teaching empls.)	620	B
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	278	B
Venture Trans Mfg. Inc., Millhaven	Auto Workers (CLC)	229	CO
Victoria Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full and part-time service empls.)	900	AR
Victoria Hospital, London and other Ontario Hospitals	OPSEU (NUPGE) (CLC) (paramedical empls.)	3,000	AR
Wajax VEC Ltd., Markham	Auto Workers (CLC)	213	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	445	B
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,775	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,200	B

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	836	B
Waterloo Regional Board of Commissioners of Police	Police Assn. (Ind.)	436	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	537	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	540	F
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed (Ind.)	404	B
Windsor Bumper, Div., Gulf and Western (Canada) Ltd., Windsor	Auto Workers (CLC)	340	PCB
Windsor City Board of Commissioners of Police	Police Assn. (Ind.) (Unit A)	346	B
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	825	B
Windsor Western Hospital (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitallers of Hotel Dieu, Salvation Army Grace Hospital and Metropolitan General Hospital, Windsor	Service Employees Intl. (AFL-CIO/CLC) (service empls.)	982	C0
Workers' Compensation Board, Toronto	CUPE (CLC)	1,600	B
York Finch Hospital	Service Employees Intl. (AFL-CIO/CLC) (full and part-time service empls.)	370	C0
York Region Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,493	B

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
York Region Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	998	B
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	B
York Regional Board of Commissioners of Police	Police Assn. (Ind.)	350	B
York University, Toronto	Cdn. Educational Workers (Ind.) (teaching assistants and part-time teachers)	1,500	B
York University, Toronto	CUPE (CLC)	251	B
York University, Toronto	Staff Assn. (CCU) (clerical, secretarial and technical empls.)	915	B
York University, Toronto	University Professors (Ind.)	980	B
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Employees (CLC) (sales dept.)	3,000	B
Air Canada, system-wide**	Air Line Flight Attendants (CLC) (passenger service dept.)	3,200	B
Bell Canada, Ontario and Quebec**	Cdn. Telephone Employees (Ind.) (communication sales empls.)	667	B
Canada Packers Inc., Prince Edward Island, Quebec, Alberta, Manitoba, Saskatchewan, British Columbia and Ontario	Food and Commercial Workers (AFL-CIO/CLC)	4,000	W/S
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Marine Officers (AFL-CIO/CLC)	450	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Merchant Service Guild (CLC)	400	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Seafarers (AFL-CIO/CLC)	2,280	CO

** Federal jurisdiction

Negotiations in Progress during July 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian Pacific Air Lines Ltd., system-wide**	Machinists (AFL-CIO/CLC) (maintenance, and service empls.)	1,950	B
CN/CP Telecommunications, system-wide**	Communications and Allied Workers (CCU)	2,100	PCB
E.B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	1,500	B
General Motors of Canada Ltd., Ont. and Que.	Auto Workers (CLC) (plant empl's.)	36,800	B
Treasury Board of Canada	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,120	B
Treasury Board of Canada	Public Service Alliance (CLC) (fire fighters, supervisory and non-supervisory)	1,445	B
ULS International Inc. (formerly Upper Lakes Shipping Ltd.), Great Lakes and St. Lawrence River**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	B

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
RL	- Restraint Legislation
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1984

Employer and Location	Union	No. of Empls.
Abitibi-Price Inc., Lakehead Woodlands, Thunder Bay	Carpenters (AFL-CIO)	260
Abitibi-Price Inc., Iroquois Woods Div., Iroquois Falls	Carpenters (AFL-CIO)	354
Air Canada, province-wide*	Air Line Flight Attendants (CLC) (passenger service dept.)	1,080
Air Canada, province-wide*	Air Line Pilots (Ind.)	749
Algoods, Div. of Alcan Canada Products Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	328
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	504
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	385
Bruce County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	345
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	212
Carleton Roman Catholic Separate School Board	Assn. des Enseignants Franco-Ontariens (Ind.)	275
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	700
Carleton University, Ottawa	Cdn. Public Empls. (CUPE) (teaching assistants) (CLC)	650
Clark Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	456
Dominion Stores Ltd., Sarnia & Lambton County	United Steelworkers (AFL-CIO/CLC)	215
Domtar Inc., Woodlands Div., Nipigon	Carpenters (AFL-CIO)	200
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	250
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,000

* Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1984

Employer and Location	Union	No. of Empls.
urham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,851
urham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,122
urham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	610
ast York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers Fed. (Ind.)	410
ast York Borough and Etobicoke and Scarborough Cities Boards of Education	Ont. Secondary School Teachers' Fed. (Ind.)	3,374
stern Steelcasting, Div. of Ivaco Inc., L'Orignal	United Steelworkers (AFL-CIO/CLC)	226
B. Eddy Forest Products Ltd., Woods Operations, Espanola	Carpenters (AFL-CIO)	300
gin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	425
sex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	470
obicoke City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,100
ontenac-Lennox and Addington Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	243
eat Lakes Forest Products Ltd., Woodlands Operations, Thunder Bay	Carpenters (AFL-CIO)	1,200
eat Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC)	900
ey County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	449
ey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	311

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1984

Employer and Location	Union	No. of Empls.
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,279
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,151
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,200
Harvey Woods Ltd., Underwear and Hosiery Divs., Woodstock	Clothing & Textile Workers (AFL-CIO/CLC)	431
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	583
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	550
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	356
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	254
Ivaco Rolling Mills, Div. of Ivaco Inc., L'Orignal	United Steelworkers (AFL-CIO/CLC)	214
Kawneer Company Canada Ltd., Toronto	Structural Iron Workers (AFL-CIO)	225
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	526
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	436

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1984

Employer and Location	Union	No. of Empls.
Timberly-Clark of Canada Ltd., Woods Operations, Thunder Bay	Carpenters (AFL-CIO)	758
Kingston Spinners (Canada) Ltd., Kingston	Clothing & Textile Workers (AFL- CIO/CLC)	230
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	600
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	380
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450
Lambton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	339
Manark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	308
Manark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	210
Meeds & Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	480
Meeds & Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355
Mennox & Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	276
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	760
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	685

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1984

Employer and Location	Union	No. of Empls.
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100
McMaster University, Hamilton	Cdn. Educational Workers (graduate assistants) (Ind.)	1,200
Metropolitan Toronto Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	5,500
Metropolitan Toronto Hotel Assn., Toronto	Hotel and Restaurant Employees (AFL-CIO/CLC) (beverage room empls.)	250
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	363
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	270
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	834
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	793
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	270
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	421
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	261
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	227
North Shore District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	206

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1984

Employer and Location	Union	No. of Empls.
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,025
North York City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,087
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	623
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	445
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (academic staff coun- sellors and librarians)	7,200
Ontario Hospital Association, Toronto	Ont. Hospital Assn. Empls. (Ind.)	385
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	725
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	502
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	350
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	2,500
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,100

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1984

Employer and Location	Union	No. of Empls.
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	375
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	301
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	559
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	422
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	303
Prescott-Russell Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	307
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	300
Ryerson Polytechnical Institute, Toronto	Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	233
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	400
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	365
Sault Ste. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	398
Scarborough City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	2,336
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,398
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	970

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1984

Employer and Location	Union	No. of Empls.
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	340
Prince Falls Power & Paper Co. Ltd., Woods Operations, Kapuskasing	Carpenters (AFL-CIO)	450
Toronto, Dundas & Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	330
Toronto, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. Des Enseignants Franco-Ontariens (Ind.)	455
Toronto, Dundas & Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	550
Windsor Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	700
Windsor District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,111
Windsor Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	218
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,520
Toronto City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,352
Travelways School Transit Ltd., Mississauga	Railway Transport and General Workers (CLC)	250
Treasury Board of Canada, province-wide*	Public Service Alliance (CLC) (Education Group)	1,120
Treasury Board of Canada, province-wide*	Public Service Alliance (CLC) (Library Science Group)	400

Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1984

Employer and Location	Union	No. of Empls.
University of Toronto	CUPE (CLC) (part-time library empls.)	350
University of Toronto	Cdn. Educational Workers (Ind.) (part-time graduate assistants)	1,800
Victoria County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	347
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,800
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,200
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	836
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	620
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	537
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	300
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	540
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	400
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	825
York City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	501

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1984

Employer and Location	Union	No. of Empls.
York City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	489
York Region Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,493
York Region Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	969
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	885
York University, Toronto	Staff Assn. (Ind.) (clerical empls.)	950
York University, Toronto	Cdn. Educational Workers (Ind.) (part-time graduate students)	750
York University, Toronto	Cdn. Educational Workers (Ind.) (part-time teachers)	750



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
AUGUST 1984

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in August 1984. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in September 1984.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	348
August 1984 Settlements	
Food and Beverage	351
Textile	353
Clothing	355
Paper and Allied	355
Machinery	358
Electrical Products	359
Non-Metallic Mineral Products	361
Chemical and Chemical Products	364
Transportation	365
Communications	366
Electric Power, Gas and Water Utilities	367
Wholesale Trade	369
Retail Trade	370
Education and Related Services	371
Health and Welfare Services	375
Services to Business Management	375
Federal Administration	376
Provincial Administration	377
Local Administration	377
Construction	378
Addenda	
May 1984 Settlement	380
June 1984 Settlement	381
July 1984 Settlement	381

Contents (cont'd)

Negotiations in Progress during August 1984 Covering 200 or More Employees	383
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in September 1984	402

Highlights

Meat Packing. Canada Packers Inc. and the Food and Commercial Workers reached a 22-month settlement on August 29, ending a 5-week strike by 3,700 employees at ten of the company's plants in six provinces. Terms of the settlement were essentially the same as the company's proposal the employees turned down before the strike.

The settlement, which involved 1,700 employees in Toronto and Bramalea, provided no wage increases over the term of the agreement. In addition, new employees will be paid 75 percent of the base rate for current employees, and will advance to the pay level for current employees within two years. Previously, new employees received 9 cents less than the base rate for current employees and reached the job rate after 13 weeks.

Other features of the settlement included provisions for the payment of sickness and accident benefits for new employees to correspond with the lower entry rates; removal of the 30-year service maximum in computing normal and early retirement benefits; an additional 25 percent in separation allowance in the event of plant closing; and retirement separation allowances of \$2,500 plus \$125 for each year over 65, for employees whose age and service equal 65 years.

Public Utilities: Ontario Hydro and Local 1000 of the Canadian Public Employees reached a one-year agreement for 15,400 employees that will run to March 31, 1985. Wage terms included a 4.5 percent general increase plus inequity adjustments for 280 construction clerical employees who were previously covered by a separate agreement. In the benefit provisions the maximum claim for eyeglasses was increased to \$125 per year from \$100; and co-insurance payments under the dental plan were increased to 75 percent from 50 percent.

Other terms included: 5 cents per hour increase in the premium for service and on-call duty on weekdays, and 10 cents on weekends and holidays; \$5 per day increase in the boarding and lodging allowance; \$500 increase in the maximum allowance for moving expenses; \$25 increase in the yearly allowance for tools; and increases of \$2.50 to \$3.75 in daily allowances paid for travel to work sites.

Retail Food: The Great Atlantic and Pacific Co. of Canada and the Food and Commercial Workers concluded a settlement for 2,600 full-time and 5,300 part-time employees covered by separate agreements that will expire June 16, 1986. The settlement provided wage increases of up to 4.5 percent on June 17, 1984 and up to 4 percent on June 15, 1985, and continuation of the economic adjustments of \$125 per quarter for full-time employees and 10 cents per hour for part-time employees.

Benefit changes were as follows: effective January 1, 1985, part-time employees will receive vacation pay of 8 percent of their previous

year's earnings after 9 years' service, instead of 7 percent after 10 years; the company's contribution to the dental plan was increased from 8 cents to 10 cents per hour worked on September 3, 1984 and to 12 cents on June 17, 1985; the pension benefit rate for full-time employees was increased to \$21 per month per year of credited service, from \$16 for past service and \$17 for future service, and the pension benefit rate for part-time employees was raised to \$6 from \$4 per month per year of credited service.

The Food and Commercial Workers also reached a two-year agreement with Loblaw's Ltd. for 6,160 full-time and part-time employees. Wages were increased by 25 to 50 cents per hour for full-time employees and by 18 to 35 cents for part-time employees on April 30, 1984 and April 29, 1985, respectively. The maximum on the survivor income benefit was raised to \$700 per month from \$500. A new provision called for the extension of pay for 8 weeks to an employee who substituted in a higher-rated position for an employee returning from sick, disability or maternity leave.

CORRECTIONS

In the **Highlights in the July Collective Bargaining Settlements and Negotiations in Ontario**, "10,000" in the first line in fourth paragraph on page i should be "1,000"; and the "40 cents" fourth line in the first paragraph on page ii should be "45 cents".

Index to Settlements Reported, August 1984

Employer and Location	Union	Page
American-Standard, a div. of Wabco-Standard Ltd. (Lansdowne Plant), Toronto	Glass, Pottery, Plastic Workers (AFL-CIO/CLC)	361
Atomic Energy of Canada Ltd., Engineering Co., Mississauga	Public Service Alliance (CLC) (drafting and illustrating empls.)	375
Atomic Energy of Canada Ltd., Radiochemical Co., Ottawa	Energy and Chemical Workers (CLC)	365
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	364
Bell Canada, Que. and Ont.	Cdn. Telephone Empls. (Ind.) (communications sales empls.)	366
Canada Packers Inc., Ont. and Que.	Food and Commercial Workers (AFL-CIO/CLC)	351
Clark Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	358
Consumers Glass Co. Ltd., Toronto	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	362
Domtar Inc., Fine Papers Div., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	355
Drug Trading Co. Ltd., Scarborough and Toronto and Druggists' Corp. Ltd., Toronto	Energy and Chemical Workers (CLC)	369
Durham Board of Education	CUPE (CLC) (cafeteria staff and bus drivers)	371
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	381
E. B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	357
Electrical Power Systems Construction Assn., province-wide	Structural Iron Workers (AFL-CIO)	378
Fiberglas Canada Inc., Textile and Chemical Plants, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	353
Fleck Manufacturing Inc., Huron Park	Auto Workers (CLC)	361
The Great Atlantic and Pacific Co. of Canada Ltd.	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	370

Index to Settlements Reported, August 1984

Employer and Location	Union	Page
GSW Inc., Fergus and London, GSW Inc. (Building Products Div.), Hamilton and Knight Industries Co., Hamilton	United Steelworkers (AFL-CIO/CLC) (office and plant empls.)	359
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	372
Kendall Canada, Toronto	United Steelworkers (AFL-CIO/CLC) (plant and warehouse empls.)	354
Kingston Spinners (Canada) Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	353
Kitchener City Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	377
Libbey-St. Clair Inc., Wallaceburg	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	363
Loblaws Ltd. (Ontario Div.)	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	371
Metropolitan Separate School Board, Toronto	CUPE (CLC) (office, clerical and technical empls.)	372
National Elevator and Escalator Assn., province-wide	Elevator Constructors (AFL-CIO/CFL)	379
National Research Council of Canada	Professional Institute (Ind.) (research officers and research council officers)	376
The John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	375
North York City Hydro Electric Commission	CUPE (CLC) (inside and outside empls.)	367
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (correctional services category)	377
Ontario Hydro, province-wide	CUPE (CLC) (salaried and hourly rated empls.)	367
Ontario Paper Co., Thorold	Cdn. Paperworkers (CLC) and Longshoremen (AFL-CIO/CLC) (mill empls.)	358
Oshawa City Corp.	CUPE (CLC) (inside empls.)	380

Index to Settlements Reported, August 1984

Employer and Location	Union	Page
Jane Parker Bakery Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	352
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	373
Renfrew County Corp., Bonnechere Manor, Pembroke	CUPE (CLC) (full-time and part-time empls.)	381
Tend-R-Fresh Plant, a div. of Maple Leaf Mills, Petersburg	Food and Commercial Workers (AFL-CIO/CLC)	351
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	377
Toronto Transit Commission and Gray Coach Lines	Transit Union (AFL-CIO/CLC), CUPE (CLC) and Machinists (AFL-CIO/CLC) drivers, opera- tors, clerks, maintenance, electrical, technical and 40 machine shop empls.)	365
The Toronto Cloak Manufacturers' Assn.	Ladies Garment Workers (AFL-CIO/CLC)	355
Treasury Board of Canada	Professional and Technical Empls. (Ind.) (aircraft operations group)	376
University of Guelph	CUPE (CLC) (trades, services and maintenance empls.)	374
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	374
Windsor City Board of Commissioners of Police	Police Assn. (Ind.) (Unit A)	378

FOOD AND BEVERAGE

Canada Packers Inc. at Ontario and Quebec - various locals, Food and Commercial Workers (AFL-CIO/CLC): A 22-month renewal agreement effective from June 1, 1984 to March 31, 1986, covering 1,700 Ontario employees, settled during a work stoppage. Duration of negotiations - 5 1/2 months.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

June 1/84

Labourer \$11.99
(Base Rate)

Millwright \$14.87
(Bracket 36)

Start Rates - 75% of base rate. Maximum rate is reached after two 6-month and three 4-month increases. (Previously, 9¢ below base rate, increased by 5¢ after 7 weeks' service and progressing to the base rate on completion of a further 6 weeks' service.)

Health and Welfare: Weekly Indemnity - Two benefit groups added to cover newly hired employees, for a total of 5 (3) groups. Maximum coverage ranges from 16 (4) weeks for employees with 3 (6) months to 5 years (18 months) of service, up to 52 weeks for employees with 10 or more years of service. Premiums are cost shared.

Dental Plan - Coverage is based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Non-Contributory - \$9.40 per month per year of service, for all years of service. (Previously, maximum 30 years' service.)

Early Retirement - Calculation of non-contributory pension will be based on seniority accumulated in all (30) years prior to age 61, age 60 in event of plant closing, or retirement age, if later.

Severance Pay: Additional 25% increase to the Separation Allowance in the event of plant closing.

Supplemental Separation Allowance - \$2,500 for employee whose age plus service equals 65, plus \$125 for each year over 65. (Previously, provided as a company policy.)

Tend-R-Fresh Plant, a division of Maple Leaf Mills at Petersburg - Local 1105P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1984 to March 31, 1986, covering 219 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
General Increases		30¢	35¢
Group 1 (includes Packer)		\$9.29 (\$8.99)	\$9.64

	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
Maintenance	\$10.37	\$10.72
Mechanic	(\$10.07)	

Health and
Welfare:

Weekly Indemnity - Benefits payable for a maximum of 26 (15) weeks.

Dental Plan - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule. Effective April 1, 1985, the 1984 O.D.A. fee schedule.

Jane Parker Bakery Ltd., formerly The Great Atlantic and Pacific Company of Canada Ltd., Bakery Division at Toronto - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 11, 1984 to March 10, 1987, covering 256 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Mar. 11/84</u>	<u>Mar. 10/85</u>
	General Increases	65¢	55¢
	General Help, Light Duties	\$10.61 (\$9.96)	\$11.16
	General Help	\$11.40 (\$10.75)	\$11.95
	Machinist	\$13.81 (\$13.16)	\$14.36
	Effective	<u>Sept. 8/85</u>	<u>Mar. 9/86</u>
	General Increases	25¢	50¢
	General Help, Light Duties	\$11.41	\$11.91
	General Help	\$12.20	\$12.70
	Machinist	\$14.61	\$15.11

New employees receive \$2 (50¢) per hour less than job rates for the first 60 working days and job rates thereafter.

Night Shift
Premium: 60¢ (50¢) per hour.

Paid Vacation: Effective January 1, 1986, 5 weeks after 18 (19) years' service and 6 weeks after 25 (29) years.

Pension Plan: Basic Benefit - Effective August 6, 1984, \$11 per month per year of service. (Previously, \$9.50 per month per year of past service and \$10 per month of future service.)

Safety Shoe
Allowance: \$60 (\$50) per year.

TEXTILE

Fiberglas Canada Inc., Textile and Chemical Plants at Guelph - Locals 1305 and 1929, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1984 to May 31, 1986, covering 382 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wage:	Effective	June 1/84	June 1/85
	General Increases	5.5%	5.5%
	General Labour (Day Schedule)	\$11.39 (\$10.80)	\$12.02
	Electrician (Day Schedule)	\$13.77 (\$13.05)	\$14.53

Probationary period is 90 (45) calendar days without absence.

Paid Holidays: Provisions extended to include probationary employees.
(Previously, only seniority employees.)

Note: The following changes are effective September 1, 1984, unless otherwise stated.

Health and Welfare: Life Insurance - \$25,000 (\$20,000) coverage.

A. D. & D. - \$12,500 (\$10,000) coverage.

Weekly Indemnity - Benefit increases to \$300-\$375 (\$260-\$350) per week depending on wages.

Long Term Disability Plan - Benefit increases to \$375 (\$350) per month plus \$30 per month per year of service (unchanged).

Major Medical - Extended to provide reimbursement for all drugs prescribed by a Physician or Dentist. (Previously, only drugs available by prescription).

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective in 1985, the 1985 O.D.A. fee schedule. Effective in 1986, the 1986 O.D.A. fee schedule.

Safety Shoe Allowance: Maximum \$45 (\$35) per pair twice a year or \$65 (\$55) per pair once a year.

Safety Prescription Glasses: Maximum allowance \$30.00 (\$23.50) for single vision glasses and \$35 (\$27) for bifocals.

Kingston Spinners (Canada) Limited at Kingston - Local 1881, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from August 5, 1984 to August 4, 1985, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Aug. 5/84

Maintenance Labour	\$6.91
4th Class Engineer	\$8.00

Kendall Canada at Toronto - Local 8505, United Steelworkers (AFL-CIO/CLC) (plant and warehouse employees): A 36-month renewal agreement effective from May 7, 1984 to May 3, 1987, covering 450 employees*, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

* Includes 50 employees currently on lay-off status.

Wages:	Effective	<u>May 7/84</u>	<u>May 6/85</u>	<u>May 6/86</u>
General Increases		60¢	60¢	5.5%
Packer		\$7.78 (\$7.18)	\$8.38	\$8.84
Stores Clerk Grade 1		\$10.19-\$11.00 (\$9.59-\$10.40)	\$10.79-\$11.60	\$11.38-\$12.24
Electronic Electrician		\$13.38-\$14.41 (\$12.78-\$13.81)	\$13.98-\$15.01	\$14.75-\$15.84

Probationary period is 50 calendar days worked. Maximum rate for Stores Clerk Grade 1 is reached after one 60-day and one 30-day increase and for Electronic Electrician after two 60-day increases.

Shift Premium: 0-35¢-35¢ (0-30¢-30¢). Effective May 6, 1985, 0-40¢-40¢.

Lead Hand Premium: 50¢ or 5%, whichever is greater (40¢).

Call-in Pay: Time and one-half for all hours worked, with a minimum 4 hours at overtime rate. (Previously, minimum 4 hours at straight time rate.)

Overtime Pay: Double-time after 12 hours. (Previously, time and one-half after 8 hours.)

Paid Vacation: 5 weeks after 20 (22) years' service. Effective May 6, 1985, 4 weeks after 10 (12) years' service.

Vacation Pay: Greater of percent of annual pay or weeks of entitlement. (Previously, percent of annual pay.)

Bereavement Leave: Grandparents are added to the provision for up to 3 days' paid leave.

Health and Welfare: Weekly Indemnity - 52 (40) weeks of coverage.

Major Medical - Employee pays maximum 35¢ of each claim. (Previously, annual deductibles of \$10 for single coverage and \$20 for family coverage.)

Pension Plan: Effective May 7, 1984, a non-contributory plan is introduced to replace the existing contributory plan. Benefit is \$15 per month per year of service.

Safety Footwear Allowance: \$50 (\$30) per year.

Safety Prescription Glasses (new): Employer contributes up to a maximum of \$60 every 2 years.

CLOTHING

The Toronto Cloak Manufacturers' Association - Ladies' Garment Workers, District Council of Locals 14, 83 and 92 (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	General Increases	5% to gross wages	5% to gross wages

Sample wage rates are not available.

Health and Welfare: Sick Benefits - Effective September 1, 1984, \$75 (\$70) per week.
Vision Care - Effective September 1, 1984, maximum benefit is \$45 (\$40) every 24 months.

PAPER AND ALLIED

Domtar Inc., Fine Papers Division at Cornwall, St. Catharines and Toronto - Locals 77, 212, 338 and 419, Canadian Paperworkers (CLC): Three 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, covering 1,330 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
	General Increases	2.5%	4%	5%
	Skilled Trades Adjustment	20¢		
	Additional Adjustments	5¢-20¢ to Paper Machine Crew employees		
	<u>Cornwall</u>			
	Labourer	\$11.65 (\$11.37)	\$12.12	\$12.73
	Tradesman "A"	\$15.24 (\$14.67)	\$15.85	\$16.64

	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
<u>St. Catharines and Toronto</u>			
Labourer	\$10.87 (\$10.60)	\$11.31	\$11.89
Tradesman "A"	\$14.52 (\$13.96)	\$15.11	\$15.88
Other Adjustments:	Cornwall - Effective August 19, 1984, job classification system restructured for all employees except mechanical trades and related occupations and paper machine crew employees. Annual wage increases to be applied to both the previous classification rate and the new classification rate, with current employees paid the higher rate.		
Cost of Living Provision (St. Catharines and Toronto):	24¢ continues to float. Clause inoperative, as previously.		
Shift Premium:	0¢-30¢-40¢ (0¢-25¢-30¢). Effective May 1, 1985, 0¢-35¢-50¢.		
Health and Welfare:	Life Insurance and A. D. & D. - Effective September 1, 1984, \$25,000 (\$14,000) coverage.		
	Weekly Indemnity - Cornwall: Effective September 1, 1984, maximum benefit is \$287 (\$277) per week. Effective May 1, 1985, \$297. Effective May 1, 1986, \$317. St. Catharines and Toronto: Effective September 1, 1984, maximum \$265 (\$255) per week. Effective January 1, 1985, \$276. Effective May 1, 1986, \$295.		
	OHIP - Effective September 1, 1984, employer pays 100% of premium costs. (Previously, employer paid \$20 single and \$40 family coverage.)		
	Long Term Disability Plan - Effective September 1, 1984, maximum benefit is \$1,500 (\$1,300) per month for employees who commence weekly indemnity on or after May 1, 1984. Effective May 1, 1986, maximum \$1,600.		
	Dental Plan - Effective September 1, 1984, coverage based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 fee schedule.		
Pension Plan:	Pension is equal to the greater of the benefit accrued under the existing career earnings plan or 1.65% of the average of the employee's five highest earning years times the number of years of service, less an adjustment for CPP (new).		
	Early Retirement Bridging Supplement - At age 61 and 20 years' continuous service, employee is entitled to \$18 (\$11) per month per year of service to a maximum of 30 years.		
Safety Shoe Allowance:	Effective August 19, 1984, \$7 (\$3) per pair per contract year. Effective May 1, 1985, \$10.		

E. B. Eddy Forest Products Ltd. at Hull, Que. and Ottawa, Ont. - Locals 33, 34, 50 and 73, Canadian Paperworkers (CLC) and Local 412, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1984 to April 30, 1987, covering 450 Ontario employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	May 1/84	May 1/85	May 1/86
Increases		2 1/2%	4%*	5%*
Skilled Trades Adjustment		20¢ per hour for Tradesman Class A		
Additional Adjustments		5¢-20¢ per hour for Paper Machine rates		
Labourer		\$12.07 (\$11.78)	\$12.54	\$13.13
Tradesman Class A		\$15.24 (\$14.67)	\$15.85	\$16.64

* Increases are not compounded on wage rates that ranged from \$11.78 to \$12.21 at expiry of the previous agreement.

Shift Premium: Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Converting Department Incentive Plan: Effective September 1, 1984, \$15.50 (\$14.50) per shift for 100% of target production.

Health and Welfare: Life Insurance and A. D. & D. - Effective September 1, 1984, \$25,000 (\$20,000) coverage.

Weekly Indemnity - \$285 (\$275) per week. Effective May 1, 1985, \$295. Effective May 1, 1986, \$305.

Long Term Disability Plan - Effective September 1, 1984, maximum \$1,500 (\$1,300) per month. Effective May 1, 1986, \$1,600.

Dental Plan - Effective September 1, 1984, coverage is based on 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Early Retirement - Effective September 1, 1984, the employer pays monthly premiums for life insurance, major medical and dental plan for employees retiring early between ages 61 and 65. (Previously, employee retiring early had option to continue the payments for life insurance premiums.)

Safety Shoe Allowance: Effective August 29, 1984, \$7 (\$5) annually. Effective May 1, 1985, \$10.

Ontario Paper Company at Thorold - Locals 35, 84 and 101, Canadian Paperworkers (CLC) and Local 1477, Longshoremen (AFL-CIO/CLC) (mill employees):
Three 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, covering 596 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
General Increases		2.5%	4%	5%
Additional Adjustments			1¢ to job classification scale prior to 4% increase	
Yard Labourer		\$12.83 (\$12.52)	\$13.34	\$14.01
Cook		\$15.99 (\$15.60)	\$16.81	\$17.65
Bricklayer		\$17.04 (\$16.62)	\$17.72	\$18.61

Shift Premium: 0-35¢-50¢ (0-30¢-40¢).

Paid Holidays: For employee recalled from lay-off when employeeed for less than six months in a calendar year, 1 floating holiday with pay for each accumulated two months of employment in that year (new).

Health and Welfare: Long Term Disability Plan - Effective September 1, 1984, benefit increases to 55% (50%) of normal basic salary.

Dental Plan - Effective September 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Early Retirement Bridging Supplement - \$18 (\$16) per month per year of credited service to a maximum of 30 years for employee aged 62 with 20 years' service.

Tool Allowance: Employer contributes \$200 towards the purchase of tools for Ironworkers and Riggers (new).

MACHINERY

Clark Equipment of Canada Ltd. at St. Thomas - Local 2183, Machinists (AFL-CIO/CLC):
A 36-month renewal agreement effective from September 1, 1984 to August 31, 1987, covering 456 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 3/84</u>	<u>Sept. 2/85</u>	<u>Sept. 1/86</u>
COLA Fold-in		\$1.61		
Average Increase		20¢	15¢	15¢

	<u>Sept. 3/84</u>	<u>Sept. 2/85</u>	<u>Sept. 1/86</u>
Pay Group 1 (General Labourer)	\$9.60-\$9.79 (\$7.82-\$8.01)	\$9.72-\$9.91	\$9.84-\$10.03
Pay Group 7 (includes Maintenance Repair)	\$11.24-\$11.43 (\$9.40-\$9.59)	\$11.42-\$11.61	\$11.60-\$11.79

Probationary period is 60 days worked. Maximum rates are reached after 6 months.

Cost of Living Allowance: \$2.11 was generated in the last agreement, of which \$1.61 is folded into wages and 50¢ continues to float.

1¢ per 0.34 change in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Bereavement Leave: Grandparents of employee's spouse are added to the provision for 1 day's paid leave.

Health and Welfare: Life Insurance - \$13,000 (\$12,000) coverage. Effective September 1, 1985, \$14,000. Effective September 1, 1986, \$15,000.

Weekly Indemnity - Benefit increases to \$190 (\$180) per week. Effective September 1, 1985, \$200. Effective September 1, 1986, \$210.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective September 1, 1985, the 1984 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$13 (\$12) per month per year of service. Effective September 1, 1985, \$14. Effective September 1, 1986, \$15.

Total and Permanent Disability Retirement Pension - \$26 (\$24) per month per year of service. Effective September 1, 1985, \$28. Effective September 1, 1986, \$30.

Safety Shoe: Allowance (new): \$15 reimbursement per year.

ELECTRICAL PRODUCTS

GSW Inc. at Fergus and London, GSW Inc. (Building Products Division) at Hamilton, and Knight Industries Company at Hamilton, various locals, United Steelworkers (AFL-CIO/CLC) (office and plant employees): Six 36-month renewal agreements effective from August 1, 1984 to July 31, 1987, covering 410 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/84</u>	<u>Aug. 1/85</u>	<u>Aug. 1/86</u>
General		35¢	30¢	25¢
Increases				

	<u>Aug. 1/84</u>	<u>Aug. 1/85</u>	<u>Aug. 1/86</u>
<u>Fergus</u>			
Labourer	\$9.95 (\$9.60)	\$10.25	\$10.50
Tool & Die Maker	\$13.35 (\$13.00)	\$13.65	\$13.90
<u>Weekly Rates</u>			
File Clerk	\$364.10 (\$345.33)	\$375.73	\$385.42
Designer	\$454.10 (\$435.33)	\$465.73	\$475.42

Previous rates reflect 35¢ COLA folded in during the previous agreement.

Cost of Living
Allowance:

Effective in 1985, 1¢ per 0.2 point change in the Consumer Price Index - 1981=100, using July as the base index month. No trigger. Adjusted quarterly and folded into rates on August 1, 1986 and 1987, prorated for incentive employees. (Previously, 1¢ per 0.3 point change in the C.P.I. - 1971=100, triggered at a 12-point increase in the C.P.I.)

Effective in 1986, 1¢ per 0.18 point change in the C.P.I. - 1981=100.

Shift Premium:

0-42¢-42¢ (0-40¢-40¢). Effective August 1, 1985, 0-44¢-44¢. Effective August 1, 1986, 0-49¢-49¢.

Paid Holidays:

Effective in 1985 only, 15 (14) days.

Vacation Bonus:

\$65 (\$60) per week. Effective August 1, 1985, \$70. Effective August 1, 1986, \$75.

Health and
Welfare:

Life Insurance and A. D. & D. - \$16,000 (\$15,000) coverage. Effective August 1, 1985, \$17,000. Effective August 1, 1986, \$18,000.

Dental Plan - Coverage is based on the current year's (1981) Ontario Dental Association fee schedule.

Pension Plan:

Contributory Plan - Benefit is \$13 (\$12) per month per year of future service at Hamilton and London, money purchase plans at other locations. Effective August 1, 1985, \$14. Effective August 1, 1986, \$15.

Educational
Leave Allowance:

40 (80) hours total.

Severance Pay:

1 week for every year of service over 3 years in event of plant closure (new).

Fleck Manufacturing Inc. at Huron Park - Local 1620, Auto Workers (CLC): A 24-month renewal agreement effective from August 16, 1984 to August 16, 1986, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Aug. 19/84	Feb. 3/85	Aug. 18/85
	General Increases	35¢	10¢	30¢
	General Labourer	\$5.50-\$5.79 (\$5.15-\$5.44)	\$5.60-\$5.89	\$5.90-\$6.19
	Maintenance Skilled	\$7.75-\$8.04 (\$7.40-\$7.69)	\$7.85-\$8.14	\$8.15-\$8.44

Probationary period is 60 normal working days. Maximum rates are reached after 2 years.

Shift Premium: 0-22¢-33¢ (0-20¢-30¢). Effective August 18, 1985, 0-24¢-35¢.

Overtime Pay: All hours in excess of 8 per day will be paid at 1 1/2 times regular rate. (Previously, all hours in excess of 40 per week.) All hours worked on a Saturday will be paid at 1 1/2 times regular rate if in excess of 40 hours per week (new).

Holiday Pay: Double-time (time and one-half) for working on a paid holiday.

Health and Welfare: Life Insurance and A. D. & D. - \$11,000 (\$10,000) coverage. Effective August 15, 1985, \$12,000.

Weekly Indemnity - Benefit is 60% of U.I.C. insurable earnings for 26 (15) weeks.

Semi-Private Hospitalization (new) - Employer pays 100% of premium costs for full-time employees with a minimum of 3 months of continuous service.

Dental Plan (new) - Effective August 16, 1985, employer pays 100% of the premium cost for Basic Greenshield #30 plan. Coverage is based on the 1984 Ontario Dental Association fee schedule, with 80%/20% co-insurance.

Paid Education Leave (new): Employer contributes 1¢ per paid hour to a trust fund to provide union training.

NON-METALLIC MINERAL PRODUCTS

American-Standard, a division of Wabco-Standard Ltd. (Lansdowne Plant) at Toronto - Local 231, Glass, Pottery, Plastic Workers* (AFL-CIO/CLC): A 24-month agreement effective from May 15, 1984 to May 14, 1986, covering 323 employees, settled with mediation assistance. Duration of negotiations - 4 months.

*Formerly Pottery Workers (AFL-CIO/CLC).

Wages:	Effective	May 15/84	May 15/85
	<u>Increases</u>		
	Incentive Work Rate	29¢	29¢
	Day Work Rate	41¢	41¢

	<u>May 15/84</u>	<u>May 15/85</u>
<u>Job Class</u>		
<u>Increment</u>		
Incentive Workers	2¢ (new)	2¢
Day Workers	5¢ (3¢)	5¢
Upgrading Adjustments	Some Casters upgraded by one grade	
<u>Day Work Rates:**</u>		
Plastics A (Assembler)	\$7.48-\$7.68 (\$7.07-\$7.27)	\$7.89-\$8.09
Plastics F (new) (Spray & Roll-up Operator)	\$8.95-\$9.21	\$9.61-\$9.87
** Existing 20¢ per hour add-on to incentive and day rates continues.		
Probationary period is 40 working days. Maximum rates for Plastics A and F are reached after two 3-month increases.		
Shift Premium:	Effective May 15, 1985, 38¢ (29¢) per hour for off-shift work.	
Saturday/Sunday Premium:	Effective May 15, 1985, 35¢ (26¢) per hour worked on a Saturday and 40¢ (31¢) per hour worked on a Sunday.	
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective August 16, 1984, \$12,500 (\$11,500) coverage. Effective May 15, 1985, \$13,000.	
	<u>Dental Plan</u> - Effective August 16, 1984, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective May 15, 1985, the 1983 O.D.A. fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - Effective August 15, 1984, \$14 (\$13) per month per year of service. Effective May 15, 1985, \$15.	
Safety Shoe Allowance:	\$45 (\$40) per year.	
<u>Consumers Glass Company Ltd. at Toronto - Local 200G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC):</u> A 36-month renewal agreement effective from June 20, 1984 to June 19, 1987, covering 700 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.		
Wages:	<u>Effective</u>	<u>June 20/84</u> <u>June 20/85</u> <u>June 20/86</u>
	General Increases	45¢ 3% plus 5¢ 3% plus 5¢
	Skilled Trades Adjustment	10¢

	<u>June 20/84</u>	<u>June 20/85</u>	<u>June 20/86</u>
Classification Adjustments	7¢-22¢		
Labourer	\$11.44 (\$10.99)	\$11.83	\$12.23
Pipefitter	\$13.23-\$13.59 (\$12.68-\$13.04)	\$13.68-\$14.05	\$14.14-\$14.52
Electrician	\$13.47-\$13.71 (\$12.92-\$13.16)	\$13.92-\$14.17	\$14.39-\$14.65

Previous rates reflect 6¢ COLA folded into wages June 20, 1982.

Start Rates - Effective October 1, 1984, new hires, except in trade classifications, are paid \$1 less than their classification rate for the first 6 months (new).

Probationary period is 60 working days. Maximum rates for Pipefitter and Electrician are reached after two annual increases.

Cost of Living Allowance: 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, using April as the base month in each year. Calculated quarterly. Triggers at 5% in each year. Folded-in on June 20, 1985 and 1986. (Previously, triggered if the CPI exceeded the general wage increase for each contract year. Basic formula is unchanged.)

Shift Premium: Effective August 10, 1984, 0-22¢-30¢ (0-20¢-28¢).

Safety Shoe Allowance: Maximum \$35 (\$33) once every 4 to 12 months, depending on classification. Effective June 20, 1986, \$37.

Libbey-St. Clair Inc. at Wallaceburg - Local 235-G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 26, 1984 to July 25, 1987, covering 518 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 26/84</u>	<u>July 26/85</u>	<u>July 26/86</u>
	Increases*	3%	3%	3%
	<u>42 Hours per Week</u>			
	Group 1 (includes Light Labour)	\$9.98-\$10.45 (\$9.98-\$10.15)	\$9.98-\$10.76	\$9.98-\$11.08
	Group 7 (includes Lift Truck Driver)	\$10.54-\$11.33 (\$10.54-\$11.00)	\$10.54-\$11.67	\$10.54-\$12.02
	Group 12 (includes Electrician with Certificate)	\$12.23-\$13.29 (\$12.23-\$12.90)	\$12.23-\$13.69	\$12.23-\$14.10

* Start Rates - No increase during the term of this agreement.

Probationary period is 60 (45) working days. Maximum rate for Group 1 is reached after six months, for Group 7 after three 6-month increases, and for Group 12 after five 6-month increases.

Cost of Living Allowance: 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100. Calculated quarterly. Triggers at 5% (10%) above the May base in each contract year. Folded-in on July 26, 1985 and 1986. (Previous formula did not trigger. Basic formula is unchanged.)

Shift Premium: 0-24¢-28¢ (0-22¢-26¢).

Health and Welfare: Dental Plan - Coverage is based on the 1983 Ontario Dental Association fee schedule for the term of the agreement. (Previously, coverage was based on the current year's O.D.A. fee schedule.)

Pension Plan: Basic Benefit - Effective January 1, 1984, \$17 (\$13) per month per year of service since January 1965.

Early Retirement - Employee may retire at age 62 with no actuarial reduction of pension. (Previously, 6% actuarial reduction for each year of early retirement between ages 62 and 65.)

CHEMICAL AND CHEMICAL PRODUCTS

BCL Canada Inc. at Cornwall - Local 1332, Clothing and Textile Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 292 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	General Increases	5%	5%
	Group 1 (includes Trucker/Wrapper)	\$10.21 (\$9.72)	\$10.72
	Group 9 (includes Electrician)	\$12.15 (\$11.57)	\$12.76

Bereavement Leave: Brother-in-law and sister-in-law of the employee's spouse are added to the provision for 1 day's paid leave.

Health and Welfare: Life Insurance - \$13,000 (\$12,000) coverage for employees with 3 or more years' seniority. Effective July 1, 1985, \$14,000.

Pension Plan: Basic Benefit - \$7.25 (\$7) per month per year of service. Effective July 1, 1985, \$7.50.

Clothing Allowance: \$83 per year for eligible employee. Effective July 1, 1985, \$86. (Previously, employer supplied three sets of clothing per year.)

Safety Shoe Allowance: Group 8 employees are added to the provision for a second pair of safety shoes per year.

Vacation	Employer will reimburse the employee up to 50% of losses for
Shutdown	cancelled accommodation or transportation due to change in
Allowance (new):	shutdown date after required notice time has elapsed.

Atomic Energy of Canada Limited, Radiochemical Company at Ottawa - Local 1541, Energy and Chemical Workers (CLC): A 12-month extended agreement in accordance with the Public Sector Compensation Restraint Act, 1982, effective from June 1, 1984 to May 31, 1985, covering 240 employees.

Wages:	Effective	<u>Aug. 1/84</u>
	General Increase (PSCRA)	5%
	Labourer	\$9.66 (\$9.20)
	Electrician	\$14.69 (\$13.99)

Previous rates were adjusted downward August 1, 1983 to comply with the PSCRA, 1982.

TRANSPORTATION

Toronto Transit Commission and Gray Coach Lines - Local 113, Transit Union (AFL-CIO/CLC) (7,500 drivers, operators, clerks and maintenance employees): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985; Local 2, Canadian Union of Public Employees (CLC) (205 electrical and technical employees) and Lodge 235, Machinists (AFL-CIO/CLC) (40 machine shop employees): Two 12-month agreements effective from April 1, 1984 to March 31, 1985, all imposed by legislative order.

Local 113

Wages:	Effective	<u>July 1/84</u>
	Interim Increase	5%*
	Wage Group 2 (includes Surface Labourer)	\$9.88-\$11.60 (\$9.41-\$11.05)
	Wage Group 6 (includes Operator and Driver)	\$11.03-\$13.28 (\$10.50-\$12.65)
	Wage Group 10 (includes Master Plumber)	\$13.19-\$15.50 (\$12.56-\$14.76)

Local 2 and Lodge 235

	Effective	<u>Apr. 1/84</u>
	General Increase	5%*

Apr. 1/84

Wage Group 10 (includes Electrician Gr. 1)	\$15.25-\$15.63 (\$14.52-\$14.89)
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Wage Group 9 (includes General Machinist)	\$12.81-\$15.18 (\$12.20-\$14.46)
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* Final wage increase to be decided by arbitration.

Probationary period is 10 months. Maximum rates are reached after three 4-month increases.

COMMUNICATIONS

Bell Canada, Quebec and Ontario - Canadian Telephone Employees (Ind.) (communications sales employees): A 24-month renewal agreement effective from August 23, 1984 to August 22, 1986, covering 425 Ontario employees, settled at the bargaining stage. Duration of negotiations - 8 months.

The previous agreement expired February 22, 1984.

Wages:	Effective	<u>Aug. 23/84</u>	<u>Aug. 23/85</u>
	Average Increases	3.5%	2.5%
	<u>Monthly Rates</u>		
	Sales Associate	\$1,825-\$2,125 (\$1,759-\$2,031)	\$1,867-\$2,233
	Sales Representative	\$2,183-\$3,016 (\$2,109-\$2,925)	\$2,234-\$3,091
	Senior Sales Representative	\$2,550-\$3,250 (\$2,469-\$3,155)	\$2,617-\$3,333

Probationary period is six months. Maximum rates are reached on merit after four 6-month increases for sales associate and senior sales representative, and after six 6-month increases for sales representative.

Lump Sum Retro-active Payment: Lump sum payments ranging from \$250 to \$400 for all employees on payroll as of February 22, 1984.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1981=100, from the December 1984 index to the December 1985 index. Triggers at 5%. Lump sum payment based on the pay period from August 23, 1985 to November 30, 1985. (Previously, 1% per 1% increase in the CPI - 1971=100, triggered at 12%.)

Paid Vacation: 4 weeks after 10 (12*) years' service, 5 weeks after 20 (21**) years' service.

* Up to 3 weeks granted from June through September.

** Up to 4 weeks granted from June through September.

Paid Maternity Leave (new): \$3 to \$66 per week depending on weekly rate, payable for 15 weeks.

ELECTRIC POWER, GAS AND WATER UTILITIES

North York City Hydro Electric Commission - Local 11, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 12-month renewal agreements effective from April 1, 1984 to March 31, 1985, covering 320 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Apr. 1/84</u>
	General Increase	4.75%
	<u>Outside Employees</u>	
	Group 8 (includes Labourer)	\$10.87-\$12.80 (\$10.38-\$12.22)
	Group 3 (includes Const. & Mtce. Lineman Journeyman)	\$16.32 (\$15.58)
	Group 1 (includes Technical Draftsman)	\$17.50-\$18.10 (\$16.71-\$17.28)
	<u>Inside Employees</u> <u>35 hour week</u>	
	Group 1 (File Clerk)	\$269.11-\$384.43 (\$256.91-\$367.00)
	Group 11 (Programmer Analyst)	\$628.95-\$668.43 (\$600.43-\$638.12)
	<u>40 hour week</u>	
	Group 6 (includes Engineering Technician Grade 2)	\$707.82-\$772.05 (\$675.72-\$737.04)
	Probationary period is 6 months. Maximum rates for Labourer and Technical Draftsman are reached after 12 months, for File Clerk after 4 years, and for Programmer Analyst and Engineering Technician Grade 2 after 3 years.	

Shift Premium: 0-40¢-60¢ (0-40¢-45¢).

Meal Allowance: \$6.75 (\$6.50).

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC) (salaried and hourly rated employees): A 12-month renewal agreement effective from April 1, 1984 to March 31, 1985, with wages retroactive to March 29, 1984, covering 15,433 employees*, settled with mediation assistance. Duration of negotiations - 7 months.

* Includes 280 office and clerical employees of Local 1000, in the Construction Field Forces, Generation Projects Division, and Lines and Stations Construction Department of the Transmission Systems Division who were previously covered by a separate agreement.

Wages:	Effective	<u>Mar. 29/84</u>
	General Increase	4.5%
	Additional Adjustments	Equity adjustments for employees previously covered by the separate agreement
	<u>Hourly Rates</u>	
	Labourer	\$11.85 (\$11.34)
	Trades Group 1 (includes Journeyman Electrician)	\$16.27 (\$15.57)
	<u>Weekly Rates</u>	
	Grade 51 (includes Office Junior)	\$325.56-\$346.34 (\$311.85-\$331.42)
	Grade 66 (includes Senior Design Technologist)	\$800.98-\$852.11 (\$766.49-\$815.41)
	Previous rates were adjusted downward to comply with the Inflation Restraint Act, 1982.	
	Probationary period is 6 months. Maximum rates are reached after 2 annual increases.	
Service Duty and On-Call Premium:	Effective August 8, 1984, 65¢ (60¢) per hour for weekdays and 90¢ (80¢) for weekends and holidays.	
Health and Welfare:	<u>Extended Health Care</u> - Effective September 1, 1984, maximum claim for eyeglasses is \$125 (\$100) every 12 months; coverage is extended to include glucometers.	
	<u>Dental Plan</u> - Effective September 1, 1984, 75%-25% (50%-50%) co-insurance on major restorative orthodontic care. Effective in 1985, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.	
Board and Lodging Allowance:	Effective August 8, 1984, \$33 (\$28) per day for employee absent from residence headquarters for more than one month.	
Moving Expense Allowance:	Maximum allowable claim of \$2,000 (\$1,500) for incidental, out-of-pocket expenses.	
Safety Shoe Allowance:	Effective August 8, 1984, coverage extended to include temporary employees for 50% of cost up to a maximum of \$50 per pair, maximum two pairs per year.	

Project Allowance: Effective March 28, 1985, reduced by 50%, for Construction Technicians.

Tool Allowance: \$75 (\$50) maximum per year for loss of personal tools due to wear or damage.

Travel Allowance: Effective August 8, 1984, daily rates - \$17.50 (\$15.00) for employee living within 56 to 80 kilometers of work site, \$22.50 (\$19.50) within 80 to 104 kilometers of work site and \$26.25 (\$22.50) for greater than 104 kilometers.

Bus Fare - Effective September 1, 1984, employee pays 60¢ (50¢) each way for company supplied transportation.

WHOLESALE TRADE

Drug Trading Company Limited at Scarborough and Toronto and Druggists' Corporation Limited at Toronto - Local 11, Energy and Chemical Workers (CLC):
Two 24-month renewal agreements effective from April 15, 1984 to April 14, 1986, covering 382 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 15/84</u>	<u>Apr. 15/85</u>	<u>Oct. 13/85</u>
General Increases		5%	4%	2%
Additional Adjustments		Some Job Class and Equity Adjustments		

Toronto Office Weekly Rates

Group 2 (includes Clerk Typist "B")	\$259.05-\$267.38 (\$246.71-\$254.65)	\$269.41-\$278.07	\$273.09-\$283.63
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Group 9 (includes Senior Clerk "A")	\$367.26-\$375.56 (\$349.77-\$357.68)	\$381.95-\$390.58	\$389.59-\$398.39
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Probationary period is 30 working days. Maximum rates are reached after 1 year.

Shift Premium (new): 27¢ per hour. Effective April 15, 1985, 32¢.

Fork Lift Premium: \$5 (\$4) per week.

Health and Welfare: Vision Care - Effective August 8, 1984, benefit is \$80 (\$60) every 24 months.

Dental Plan - Effective August 8, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective April 14, 1985, the 1984 O.D.A. fee schedule.

Meal Allowance: Effective August 8, 1984, \$4.25 (\$4.00).

Safety Shoe Allowance: Maximum \$40 (\$35) per pair per year.

RETAIL TRADE

The Great Atlantic and Pacific Company of Canada Limited, province-wide - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): Two 24-month renewal agreements effective from June 18, 1984 to June 16, 1986, covering 5,300 part-time and 2,600 full-time employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 18/84</u>	<u>June 17/85</u>
General Increases* (Top Rates)		4.5%	4%
<u>Weekly Rates</u> <u>Full-time Employees</u>			
Service Clerk		\$216.15-\$450.55 (\$216.15-\$431.15)	\$216.15-\$468.57
Journeyman Meat Cutter		\$511.16 (\$489.15)	\$531.61
<u>Hourly Rate</u>			
<u>Part-time Employees</u>		\$4.00**-\$9.86 (\$3.88-\$9.44)	\$4.00-\$10.25

* Increases are applied on a pro rata basis with zero increase on start rates to 100% increase on top rates.

** Minimum wage in Ontario.

Previous rates reflect a 5¢ per hour reduction during the term of the previous agreement, diverted to cover Dental Plan improvements.

Probationary period is 25 worked days for full-time employees and 150 worked hours or 90 days, whichever comes first, for part-time employees. Maximum rate for full-time Service Clerk is reached after six 3-month increases and for part-time employee after twelve 3-month increases.

Economic Adjustment: Quarterly payments of \$125 for full-time and 10¢ per hour worked for part-time employees continue.

Vacation Pay (Part-time): Effective January 1, 1985, 8% (7%) of previous year's earnings after 9 (10) years' service.

Health and Welfare: Dental Plan - Effective September 3, 1984, employer contributes 10¢ (8¢) per hour worked. Effective June 17, 1985, 12¢.

Pension Plan: Basic Benefit - \$21 per month per year of credited service for full-time employees. (Previously, \$16 for past service and \$17 for future service.) \$6 (\$4) per month per year of credited service for part-time employees.

Loblaws Limited (Ontario Division) at various Ontario centres - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from April 30, 1984 to April 30, 1986, covering 6,160 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 30/84</u>	<u>Apr. 29/85</u>
	<u>General Increases*</u>		
	Full-time	50¢	50¢
	Part-time	35¢	35¢
	<u>Full-Time Employees</u>		
	Cashier, Service Clerk, Wrapper and Meat Clerk	\$7.58-\$12.76 (\$7.33-\$12.26)	\$7.83-\$13.26
	Meat Cutter	\$7.95-\$13.76 (\$7.70-\$13.26)	\$8.20-\$14.26
	<u>Part-Time Employees</u>	\$5.66-\$10.215 (\$5.48-\$9.865)	\$5.84-\$10.565

* Increases are pro-rated from 50% on start rates to 100% on maximum rates.

Probationary period is 30 worked days. Maximum rates for Cashier, Service Clerk, Wrapper and Meat Clerk are reached after three 6-month increases; for Meat Cutter, after four 6-month increases, and for part-time employees, after six 6-month increases.

Temporary Transfer Pay (new): An employee filling in for an employee on sick, disability or pregnancy leave shall continue to be paid at the higher-rated classification for 8 weeks after the return of the employee who was on leave.

Health and Welfare: Survivor Income Benefit - Maximum \$700 (\$500) per month.

EDUCATION AND RELATED SERVICES

Durham Board of Education - Local 218, Canadian Union of Public Employees (CLC) (cafeteria staff and bus drivers): A 12-month renewal agreement effective from April 1, 1984 to March 31, 1985, covering 330 employees, settled at bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Apr. 1/84</u>
	General Increase	5%

Apr. 1/84

Cafeteria Assistant	\$7.35 (\$7.00)
General Labour	\$9.52 (\$9.07)
Custodian	\$9.83-\$10.34 (\$9.36-\$9.85)
Plumber	\$12.71 (\$12.10)

Probationary period is 6 months. Maximum rate for custodian is reached after three 4-month increases.

Health and
Welfare:

Dental Plan - Effective September 1, 1984, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Hastings-Prince Edward County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:

Effective	<u>Sept. 1/84</u>
General Increase	3.5%
Teacher-Level 1 0-14 years	\$14,236-\$22,061 (\$13,755-\$21,315)
Teacher-Level 4 0-14 years	\$18,040-\$34,124 (\$17,430-\$32,970)
Teacher-Level 7 0-14 years	\$23,039-\$43,035 (\$22,260-\$41,580)

Health and
Welfare:

Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 525 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>Sept. 1/84</u>
	General Increase	4%	
	Adjustment		Lump Sum Fold-in*

Jan. 1/84

Sept. 1/84

Weekly Rates

Grade I (includes Mail Clerk)	\$218.84-\$265.64 (\$210.42-\$255.42)	\$223.65-\$270.45
Grade VII (Programmer/Analyst)	\$547.09-\$646.46 (\$526.05-\$621.60)	\$547.09-\$646.46

* Employees who received less than a \$1,000 increase under the Inflation Restraint Act, 1982, shall have the difference between \$1,000 and the increase received folded into their wage rates.

Probationary period is 6 months. Maximum rates are reached after 6 annual increases.

Lump Sum Settlement Payment:	\$150 for full-time employees, pro-rated for part-time and supply employees.
Shift Premium (new):	0-41¢-41¢.
Paid Vacation:	Effective January 1, 1985, 4 weeks after 9 (10) years service.
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.
Mileage Allowance:	9¢ per kilometer or 14.5¢ (13¢) per mile.

Renfrew County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 367 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4%
	Teacher-Category I 0-11 years	\$18,428-\$35,017 (\$17,720-\$33,670)
	Teacher-Category IV 0-12 years	\$23,960-\$43,308 (\$23,038-\$41,642)
	Principal 0-3 years	\$53,961-\$58,078 (\$51,842-\$55,844)
	Vice-Principal 0-3 years	\$47,717-\$52,181 (\$45,882-\$50,174)

Responsibility Allowances:	<u>Qualified</u>	<u>Unqualified</u>
Technical & Commercial Director		
A-4 or more full timetables	\$3,581 (\$3,511)	\$3,076 (\$3,016)
B-2 or 3 full timetables	\$3,210 (\$3,147)	\$2,434 (\$2,386)

	<u>Qualified</u>	<u>Unqualified</u>
Major Department Head, 4 or more timetables	\$3,312 (\$3,247)	\$2,770 (\$2,716)
Minor Department Head, 2 or 3 timetables	\$2,770 (\$2,716)	\$2,060 (\$2,020)
Assistant Department Head, Librarian and Subject Co-ordinator	\$1,487 (\$1,458)	

Waterloo County Board of Education - Non-Academic Staff Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 445 employees, settled at the conciliation officer stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>June 1/84</u>	<u>Aug. 1/84</u>
General Increases		4%	1% for acade- mic year employees	1% for full- time employees

Full-time Employees
Annual Rates

Level 1 (includes Junior Clerk)	\$9,196-\$12,988 (\$8,840-\$12,488)	\$9,290-\$13,118
Level 11 (includes Accountant)	\$20,330-\$29,384 (\$19,548-\$28,254)	\$20,534-\$29,678

Probationary period is 6 months. Maximum rates are reached on merit.

Paid Personal Day (new): 1 day during the term of this agreement.

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades, services and maintenance employees): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
General Increase		49¢	Wage reopener
Building Custodian 1		\$8.40 (\$7.91)	
Fire Prevention Officer		\$10.19-\$11.69 (\$9.70-\$11.20)	
Electrician		\$12.43 (\$11.94)	

Probationary period is 3 calendar months. Maximum rate for Fire Prevention Officer is reached on merit after 3 years.

Health and
Welfare:

Dental Plan - Effective June 1, 1984, coverage is based on the 1982 (1975) Ontario Dental Association fee schedule.

HEALTH AND WELFARE SERVICES

The John Noble Home at Brantford - Local 204, Service Employees International (AFL-CIO/CLC) (part-time and full-time employees): A 24-month renewal agreement effective from June 1, 1984 to May 31, 1986, covering 277 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>June 1/84</u>	<u>June 1/85</u>
	General Increases	5%	5%
	Laundry Helper	\$8.41-\$8.59 (\$8.01-\$8.18)	\$8.83-\$9.02
	Cook	\$8.76-\$9.00 (\$8.34-\$8.57)	\$9.20-\$9.45
	R.N.A.	\$9.32-\$9.57 (\$8.88-\$9.11)	\$9.79-\$10.05

Probationary period is 6 months (30 days worked). Maximum rates are reached after 2 years.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Engineering Company at Mississauga - Local 00358, Public Service Alliance (CLC) (drafting and illustrating employees): A 12-month extended agreement in accordance with the Public Sector Compensation Restraint Act, 1982, effective from August 1, 1984 to July 31, 1985, covering 200 employees.

Wages:	Effective	<u>Aug. 1/84</u>
	General Increase (PSCRA)	5%
	<u>Annual Rates</u>	
	PD2 (includes Detailer 2)	\$15,220-\$22,260 (\$14,500-\$21,200)
	PD7 (includes Design Tech- nologist 7)	\$39,160-\$42,940 (\$37,300-\$40,900)

Maximum rates are reached in accordance with the salary administration provision, which stipulates PD2 receive automatic annual increases of a minimum \$600 and PD7 receive annual merit increases of a minimum \$400.

Previous rates were adjusted downward August 1, 1983 to comply with the PSCRA.

FEDERAL ADMINISTRATION

National Research Council of Canada - Professional Institute (Ind.) (research officers and research council officers): A 12-month extended agreement in accordance with the Public Sector Compensation Restraint Act, 1982, effective from June 18, 1984 to June 16, 1985, covering 902 Ontario employees.

Wages:	Effective	<u>June 18/84</u>
	General Increase (PSCRA)	5%
	<u>Annual Rates</u>	
	Junior Research Officer/Research Council Officer 1	\$22,322-\$27,418 (\$21,259-\$26,112)
	Associate Research Officer/Research Council Officer 3	\$42,728-\$53,597 (\$40,693-\$51,045)
	Principal Research Officer/Research Council Officer 5	\$63,971-\$68,666 (\$60,925-\$65,396)

Maximum rates are reached on merit.

Treasury Board of Canada - Canadian Professional and Technical Employees (Ind.) (aircraft operations group): A 15-month renewal agreement effective from July 21, 1984 to October 25, 1985, covering 228 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 21/84</u>
	General Increase	4.1%
	<u>Annual Rates</u>	
	Civil Aviation Inspector (CAI-1)	\$37,985-\$42,818 (\$36,489-\$41,132)
	Helicopter Pilot (HPS-2)	\$43,870-\$48,994 (\$42,142-\$47,064)
	Executive Pilot (EPS-2)	\$58,221-\$61,638 (\$55,928-\$59,210)

Probationary period is six months. Maximum rates for Civil Aviation Inspector, Executive Pilot-Class I, and Helicopter Pilot are reached after 4 six-month increments, and after 2 six-month increments for Executive Pilot-Class 2.

Acting Pay: Payable after 9 (14) consecutive days working in the higher classification.

Overtime Pay: For Executive pilots, any overtime work is paid at straight-time rates (time and one-half).

Holiday Pay: Time and one-half for working on paid holidays. (Previously, one day off in lieu.) (Not applicable to Executive Pilot.)

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (correctional services category): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 2,985 employees, settled at arbitration. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/84
	General Increase	7.5%
	Correctional Officer 2	\$12.20-\$12.94 (\$11.35-\$12.04)
	Trade Instructor 3	\$14.86-\$15.83 (\$13.82-\$14.73)

Weekly Rates

Observation and Detention	\$403.13-\$429.00
Home Worker 1	(\$375.00-\$399.07)

Probationary period is one year. Maximum rates are reached in annual step increases on merit.

LOCAL ADMINISTRATION

Kitchener City Corporation (Works, Parks and Recreation) - Local 68, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from February 7, 1984 to February 6, 1986, covering 233 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Feb. 7/84	Feb. 7/85
	General Increases	5%	5%
	Labourer	\$9.53-\$9.70 (\$9.08-\$9.24)	\$10.01-\$10.19
	Maintenance III	\$11.16 (\$10.63)	\$11.72

Probationary period is 3 consecutive calendar months. Maximum rate for Labourer is reached after 90 consecutive days.

Shift Premium: Effective February 7, 1985, 50¢ (45¢) per hour.

Health and Welfare: Continuation of Benefits for Early Retirees (new) - Employer pays 100% of premium costs to age 65.

Thunder Bay City Board of Commissioners of Police - Police Association (Ind.) (police officers and civilian employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 219 employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	4th Class Constable	\$22,147.59 (\$21,092.94)
	1st Class Constable	\$33,056.10 (\$31,482.00)
	Inspector	\$42,972.93 (\$40,926.60)

Windsor City Board of Commissioners of Police - Police Association (Ind.) (Unit A):
A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 342 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>July 1/84</u>
	General Increases	5%	0.5%
	<u>Annual Rates</u>		
	Police Constable 4th Class - Level II	\$23,145.15 (\$22,043)	\$23,260.88
	Police Constable 1st Class	\$32,856.60 (\$31,292)	\$33,020.88
	Staff Inspector	\$47,267.85 (\$45,017)	\$47,504.19

Health and Welfare: Life Insurance - Coverage for spouse increased to \$2,500 (\$1,000) and \$1,000 (\$500) for children.

Clinical Psychology Care - Coverage increased to \$1,000 (\$100).

Vision Care (new): Effective September 1, 1984, benefit is \$70 for one pair of glasses per year.

Dental Plan - Coverage under schedule "C" increased to \$1,000 (\$500) per employee per year.

CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Locals 700, 721, 736, 759, 765 and 786, Structural Iron Workers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 485 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/84*</u>	<u>May 1/85**</u>
	Increase		\$1.00

	<u>May 1/84*</u>	<u>May 1/85**</u>
<u>Journeyman Ironworker</u>		
<u>Local 759, Thunder Bay</u> (Atikokan Project, Miscellaneous Projects and Lines and Stations Construction)	\$21.46	\$22.46
<u>Locals 700, 721, 736</u> <u>765 and 786, Windsor,</u> <u>Hamilton, Toronto</u> <u>Ottawa and Sudbury</u> (All other Projects, Miscellaneous Projects and Lines and Stations Construction)	\$22.04	\$23.04

Package rates shown above includes wages, vacation pay, and employer contributions to welfare and pension funds.

* Package rates effective May 1, 1984, include increases of up to 5% originally scheduled for May 1, 1983, but not paid to comply with the Inflation Restraint Act, 1982.

** Package rates effective May 1, 1985, reflect additional adjustments where the stipulated increase is not sufficient to create parity with the Industrial, Commercial and Institutional Construction Sector.

Subsistence
Allowance:

Effective May 1, 1984, \$32 per day worked or reported for employee living more than 97 radius kilometers from project. (Previously, \$28 per day worked or reported for employee living between 97-161 radius kilometers from project, and \$10 per day for non-work days and holidays.)

At Darlington and Pickering projects, employees on payroll as of July 17, 1984, \$28 (unchanged) until October 30, 1984.

Travel
Allowance:

\$8 per day for employee living within 20-40 (16-40) radius kilometers from project and \$20 (\$16) per day for greater than 97 radius kilometers, for employee of Darlington, Pickering, Lakeview and Lambton projects.

Employees on payroll as of July 17, 1984, living within 16-40 radius kilometers from project, effective August 16, 1984, \$5 (\$8) per day. Effective November 1, 1985, \$2.50 per day. Effective April 30, 1986, no travel allowance will be paid.

National Elevator and Escalator Association, Canada-wide - Locals 50, 90, and 96, Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 20-month renewal agreement effective from August 24, 1984 to April 30, 1986, with wages retroactive to August 6, 1984, covering 970 Ontario employees, settled at the bargaining stage. Duration of negotiations - 5 months.

The previous agreement expired April 30, 1984.

Package:	Effective	<u>Aug. 6/84</u>	<u>May. 1/85</u>
	General Increases	17¢	83¢
	Elevator Mechanic		
	Local 96, Ottawa	\$22.41 (\$22.24)	\$23.24
	Local 50, Toronto	\$22.71 (\$22.54)	\$23.54
	Local 90, Hamilton	\$23.20 (\$23.03)	\$24.03

Notes: Package rates shown include wages, vacation pay and employer contributions to welfare and pension funds.

Board Allowance Effective May 1, 1985, \$50 (\$45) per day worked for employee
Local 50: required to work in an area between 40 to 150 miles radius from
Toronto City Hall and \$350 (\$315) per week beyond 150 mile
radius.

Travel Allowance: Effective August 27, 1984, 26¢ (\$25¢) per kilometer and 41¢ (40¢)
per mile for use of own car. Effective May 1, 1985, 27¢ and 42¢
respectively.

ADDENDA

May 1984 Settlement

LOCAL ADMINISTRATION

Oshawa City Corporation - Local 251, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from November 1, 1983 to October 31, 1984, covering 220 employees, settled at the conciliation officer stage, and ratified in May, 1984.
Duration of negotiations - 7 months.

Wages:	Effective	<u>Nov. 1/83</u>
	General Increase	5%
	Additional Adjustments	Adjustments to some 40-hour-week rates*

Bi-Weekly Rates

Salary Level 1 36 1/4 hour week (includes Clerk "A")	\$576.05-\$635.12 (\$548.62-\$604.88)
Salary Level 14 40 hour week (includes Chief Surveyor)	\$1,197.05-\$1,408.29 (\$1,137.79-\$1,338.57)

* Adjustments to achieve comparability with the standard 36-1/4-hour-week rates for the same classifications.

Probationary period is 6 months. Maximum rate for Clerk "A" is reached after two 3-month increases and for Chief Surveyor after two 6-month and one 12-month increases.

Health and
Welfare:

Life Insurance and A. D. & D. - Effective July 1, 1984, \$70,000 (\$60,000) maximum coverage.

Long Term Disability Plan - Effective July 1, 1984, maximum monthly benefit is \$1,300 (\$1,000).

Dental Plan - Effective July 1, 1984, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

June 1984 Settlement

HEALTH AND WELFARE SERVICES

Renfrew County Corporation, Bonnechere Manor at Renfrew - Local 1508, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 250 employees, settled at the post conciliation bargaining stage and ratified in June, 1984. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Housekeeping Aide	\$7.72-\$7.94 (\$7.36-\$7.56)
	R.N.A.	\$8.99-\$9.16 (\$8.56-\$8.72)
	Maintenance Person	\$9.01-\$9.18 (\$8.58-\$8.74)

Probationary period for full-time employee is 3 months. Maximum rates are reached after two 6-month increases.

Clothing Allowance \$45 (\$35) per year.
(Full-time employees):

July 1984 Settlement

LOCAL ADMINISTRATION

Durham Regional Municipality, Homes for the Aged at Whitby, Oshawa and Beaverton - Local 132, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 498 employees, settled at the conciliation officer stage and ratified in July, 1984. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Housekeeping Aide	\$8.64 (\$8.23)
	Maintenance Worker II	\$10.34 (\$9.85)
Shift Premium:	\$2.30 (\$2.10) per shift.	
Health and Welfare:	<u>Long Term Disability Plan</u> - Maximum benefit is \$1,200 (\$1,000) per month.	
	<u>Dental Plan</u> - 100% (90%) employer paid.	

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Stage
Accurcast Die Casting Ltd., Wallaceburg	Molders (AFL-CIO/CLC)	214	B
Algoods, Div. of Alcan Canada Products Inc., Toronto	United Steelworkers (AFL-CIO/CLC)	328	B
Atomic Energy of Canada Research Co. (Chalk River Nuclear Labs.)	Canadian Labour Congress	541	B
Bata Footwear, Div. of Bata Industries Ltd., Hastings, Northumberland and Prince Edward Counties	Food and Commercial Workers (AFL-CIO/CLC)	650	B
Baycrest Centre and/or The Jewish Home for the Aged, Toronto	Service Employees Int'l. (AFL-CIO/ CLC) (full and part-time service empls.)	450	ARI
Black Diamond Cheese (Div. of Brooke Bond Foods Ltd.), Belleville	Energy and Chemical Workers (AFL-CIO/CLC)	215	CO
Boilermakers Contractors' Assn. of Ontario, province-wide	Boilermakers (AFL-CIO/CFL)	1,549	B
Boise Cascade Canada Ltd., Fort Frances and Kenora	Cdn. Paperworkers (CLC)	239	B
Boise Cascade Canada Ltd., Fort Frances and Kenora	Machinists (AFL-CIO/CLC)	319	B
Boise Cascade Canada Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC)	770	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	535	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	385	B
Bruce County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	345	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	212	B
Burns Meats Ltd., Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	450	W/

* See page 401 for definition of codes

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Camco Inc., London	United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	274	C0
Can Car Rail Inc. (formerly, Hawker Siddeley Canada, Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	450	C0
Canadian Automatic Sprinkler Assn., province-wide	Plumbers (AFL-CIO/CFL)	450	MED
Canadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	213	B
Carleton Roman Catholic Separate School Board	Assn. des Enseignants Franco-Ontariens (Ind.)	300	B
Carleton Roman Catholic Separate School Board	Employees Assn. (Ind.)	290	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	700	B
Carleton University, Ottawa	CUPE (CLC) (clerical empls.)	587	B
Carleton University, Ottawa	CUPE (CLC) (part-time teachers)	650	B
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	515	B(R)
Clark Equipment of Canada, St. Thomas	Machinists (AFL-CIO/CLC)	456	B
Commodore Business Machines Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	250	MED/WS
Cooper Canada Ltd., Toronto	Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	845	B
Crown Cork and Seal Co., Concord	United Steelworkers (AFL-CIO/CLC)	227	C0
DeHavilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (production and office empls.)	2,100	PCB
Denison Mines Ltd., Elliot Lake**	United Steelworkers (AFL-CIO/CLC) (mine, office and technical empls.)	1,912	PCB
Dominion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	500	B
Dominion Stores Ltd., Sault Ste. Marie and other Northern Ontario Centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	681	B

** Federal jurisdiction

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'r Stage
Dominion Stores Ltd., Sudbury	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	230	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (warehouse empls., truck drivers and helpers)	759	B
Dominion Stores Ltd., Toronto and other southwestern Ont. centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	9,500	B
Dominion Textile Inc. (Caldwell Consumer Products), Iroquois	United Textile Workers (AFL-CIO/CLC)	300	B
Dominion Textile Inc. (Long Sault Fabrics Plant), Long Sault	United Textile Workers (AFL-CIO/CLC)	315	B
Dominion Textile Inc. (Long Sault Yarns Plant), Long Sault	United Textile Workers (AFL-CIO/CLC)	224	B
Domtar Inc., Packaging Group, Containerboard Div., Red Rock	Cdn. Paperworkers (CLC)	475	B
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	250	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,955	B
Durham Board of Education	CUPE (CLC)	330	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,851	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,122	B
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	610	B
Durham Regional Municipality, Whitby	CUPE (CLC) (inside empls.)	325	B
Durham Regional Municipality (Homes for the Aged), Whitby	CUPE (CLC)	498	CO

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
East York Borough, Etobicoke, North York, Scarborough, Toronto and York Cities, and Metropolitan Toronto Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	9,074	B
East York Borough and Etobicoke, North York, Scarborough, Toronto and York Cities Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,302	B
Eaton's, Scarborough Town Centre	Retail Wholesale Empls. (AFL-CIO/CLC)	415	B
Edwards, A Unit of General Signal Ltd., Owen Sound	United Steelworkers (AFL-CIO/CLC)	220	B
Eldorado Resources Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	385	B
Electrical Power Systems Construction Assn., (Generation Projects Construction), province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL)	994	W/S
Electrical Power Systems Construction Assn., (Transmission Systems Construction), province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL)	200	W/S
Electrical Power Systems Construction Assn., province-wide	Structural Iron Workers (AFL-CIO)	700	B
Elgin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	425	B
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	470	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	550	MED
Etobicoke City Corp.	CUPE (CLC) (outside empls.)	716	MED/WS
Etobicoke City Corp.	Fire Fighters (AFL-CIO/CLC)	404	B
Extendicare Ltd. and other companies operating a total of 30 nursing homes in Ontario	Service Employees Intl. (AFL-CIO/CLC) (full and part-time service empls.)	2,530	ARB
Fleet Industries, Div. of Fleet Aerospace Corp. Ltd., Fort Erie	Machinists (AFL-CIO/CLC)	490	B

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'r Stage
Ford Motor Company of Canada Ltd., Inter-city	Auto Workers (CLC) (hourly-rated and salaried empls.)	14,250	B
Fraser Inc., Thorold	Cdn. Paperworkers (CLC)	500	B
Frontenac-Lennox and Addington Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	243	B
Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC) (circulation, editorial and maintenance empls.)	425	B
Great Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC)	900	B
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,870	B
Great Lakes Forest Products Ltd., Woodlands Operations, Thunder Bay	Carpenters (AFL-CIO) (woods empls.)	1,200	B
Grey County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	449	B
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	311	B
Griffith Mine (Pickands, Mather and Co., Managing Agent, Bruce Lake	United Steelworkers (AFL-CIO/CLC)	230	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,279	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,151	MED
Halton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Halton Regional Police, Oakville	Police Assn. (Ind.)	270	B
Hamilton City Board of Education	CUPE (CLC)	530	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	MED

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	501	C0
Hamilton City Corp.	CUPE (CLC) (inside empls.)	403	C0
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC)	200	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	350	C0
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,200	B
Harvey Woods Ltd. (Underwear and Hosiery Div.), Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	431	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	583	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	230	B
Hawker Siddeley Canada Inc., Orenda Div., Malton	Machinists (AFL-CIO/CLC)	413	B
Heintzman Ltd. (Chair Div.), Toronto	Upholsterers (AFL-CIO/CLC)	293	B
Hogarth-Westmount Hospital, Thunder Bay and 10 other Northwestern Ontario Hospitals	Service Employees Intl. (AFL-CIO/ CLC) (full and part-time service empls.)	2,700	C0
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	356	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	254	B
Imperial Tobacco, (Division of Imasco Ltd.). Guelph	Bakery and Tobacco Workers (AFL- CIO/CLC)	720	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,038	B

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	526	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	436	B
Kerr Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	345	B
Kimberly-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC) and Electrical Wkrs. (IBEW) (AFL-CIO/CFL)	740	B
Kitchener City Corp. (Transit Div.)	Railway Transport and General Workers (CLC)	250	B
Lakehead Board of Education	CUPE (CLC)	240	CO
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	600	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	380	B
Lakehead University, Thunder Bay	Faculty Assn. (Ind.)	260	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450	B
Lambton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	339	B
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	308	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	210	PFE
Laurentian University, Sudbury	Faculty Assn. (Ind.)	251	B

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	480	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	276	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	685	B
Liquor Control Board and Liquor Licence Board of Ontario, province-wide	Ont. Liquor Board Empls. (NUPGE) (CLC)	4,800	M
Loblaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time retail food empls.)	1,770	B
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	PMB
London Transit Commission	Transit Union (AFL-CIO/CLC)	380	CO
MacMillan Bloedel Ltd., Sturgeon Falls	Cdn. Paperworkers (CLC)	322	B
Metro Toronto Association for the Mentally Retarded	CUPE (CLC)	344	B
Metro Toronto Demolition Contractors Inc., province-wide	Labourers (AFL-CIO)	250	B
Metropolitan Toronto Hotel Association	Hotel Employees (AFL-CIO/CLC) (beverage room empls.)	250	CO
Metropolitan Toronto Library Board	CUPE (CLC)	249	CO
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	850	M
Metropolitan Toronto Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	5,500	B
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	ARB

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'l Stage
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	363	B
Paperboard Industries Corp., Trent Valley Paperboard Mills Div., Trenton (formerly Miller Brothers Company (1962) Ltd.)	Cdn. Paperworkers (CLC)	241	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	348	B
Mississauga City Corp. (Transit Div.)	Transit Union (AFL-CIO/CLC)	330	CO
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	270	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	574	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	834	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	793	B
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	270	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	421	B
John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	274	B
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	261	B
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	227	B
Norfolk Hospital Assn., Simcoe	Service Employees Intl. (AFL-CIO/CLC) (service empls.)	264	AR
North Shore District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	206	B

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
North York Public Library Board	CUPE (CLC) (service and maintenance empls.)	400	B
Northern Wood Preservers Ltd., Div. of 502084 Ontario Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	270	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	623	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	445	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic unit)	7,200	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff unit)	4,500	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	5,685	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services)	9,728	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (general operational services)	4,138	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care services)	5,796	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services)	6,123	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services)	6,139	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional services)	4,313	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services)	5,288	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC)***	50,343	ARB
Ontario Housing Corp. & Metro Toronto Housing Authority, Toronto	CUPE (CLC) (maintenance empls.)	670	B

*** Working conditions and benefits agreement covering all Ontario Government units.

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Oshawa City Corp.	CUPE (CLC) (inside empls.)	220	B
Ottawa Board of Education	CUPE (CLC) (full-time office, clerical and technical empls.)	432	B
Ottawa Board of Education	Independent Local Union (maintenance and plant operation empls.)	800	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ottawa City Corp. and Ottawa-Carleton Regional Municipality	CUPE (CLC) (inside and outside empls.)	3,330	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	560	B
Ottawa Civic Hospital	CUPE (CLC) (paramedical empls.)	220	B
Ottawa Civic Hospital and 71 other hospitals, province-wide	CUPE (CLC) (service empls.)	18,420	B
Ottawa Construction Assn.	Labourers (CLC) (other than ICI construction)	700	PC
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	725	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	502	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	350	B
Parkwood Hospital and McCormick Home for the Aged, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full-time and part-time service empls.)	510	AR
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	B

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	2,500	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,105	F
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	740	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	301	F
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	300	B
Phillips Cables Ltd., Brockville	Communications and Electronics Workers (CLC)	330	CO
Queen's University, Kingston	CLC Directly Chartered	325	B
Renfrew County Roman Catholic Separate School Board)	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	320	F
Renfrew County Corp. (Bonnechere Manor), Pembroke	CUPE (CLC)	200	B
Rio Algom Ltd., Elliot Lake**	United Steelworkers (AFL-CIO/CLC) (mine, office and technical empls.)	2,369	PCB
Ryerson Polytechnical Institute, Toronto	Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	230	B
Ryerson Polytechnical Institute, Toronto	Faculty Association (Ind.)	576	B
Ryerson Polytechnical Institute, Toronto	OPSEU (NUPGE) (CLC) (office, clerical, technical and food service empls.)	522	B
St. Joseph's Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (full-time service empls.)	341	ARB
St. Joseph Religious Hospitaliers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC) (full-time and part-time service empls.)	365	B
St. Thomas-Elgin General Hospital	Service Employees Intl. (AFL-CIO/CLC)	470	ARB

** Federal jurisdiction

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'l Stage
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL) (service empls.)	475	AR
Sault Ste. Marie City Corp. (Works Dept.)	CUPE (CLC) (service and maintenance empls.)	220	ME
Scarborough General Hospital	OPSEU (NUPGE) (CLC) (clerical empls.)	240	B
J.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.)	2,200	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	559	B
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	422	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	PF
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	F
Simcoe County Board of Education	OPSEU (NUPGE) (CLC)	264	B
Spruce Falls Power and Paper Company, Kapuskasing	Carpenters (AFL-CIO) (wood operations)	450	B
Spruce Falls Power and Paper Company Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL)	1,216	B
Standard Tube Canada Inc., Blenheim	Auto Workers (CLC)	250	B
Star Slipper Co., Toronto	Food & Commercial Workers (AFL-CIO/CLC)	365	B
Steinberg Inc. (Miracle Food Mart Div.) (Meat Processing plant), Rexdale	Food & Commercial Workers (AFL-CIO/CLC)	225	CC
Steinberg Inc. (Miracle Food Mart Div.), Southern Ontario	Food & Commercial Workers (AFL-CIO/ CLC) (full-time and part-time retail food empls.)	5,000	CC
Stelco Inc. (Page-Hersey Works and Welland Tube Works)	Electrical Workers (UE) (CLC)	1,087	B

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	455	F
Stormont, Dundas and Glengarry Roman Catholic Separate School Board of Education	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450	B
Sudbury Board of Education	CUPE (CLC)	387	B
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	550	MED
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	700	MED
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,111	F
Sudbury Regional Board of Commissioners of Police	Police Assn. (Ind.)	202	B
Sunnybrook Food Market (Keele) Ltd., province-wide	National Council of Cdn. Labour (Ind.)	200	B
Sunnybrook Medical Centre, North York and other hospitals, Toronto and other centres	Service Employees Int'l. (AFL-CIO/ CLC) (service empls.)	10,000	ARB
T.R.W. Canada Ltd. (formerly Decor Metal Products), Midland and Penetanguishene	Clothing and Textile Workers (AFL-CIO/CLC)	526	B
Thunder Bay City Corp. (Homes for the Aged)	Service Employees Intl. (AFL-CIO/CLC)	400	CO
Thunder Bay Construction Assn. (General Contractors' Div.)	Carpenters (AFL-CIO) (cement finis- hers)	400	CO
Timmins Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	218	F
Toronto Area Transit Operating Authority	Transit Union (AFL-CIO/CLC) (service and maintenance empls.)	330	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,264	B
Toronto General Hospital	OPSEU (NUPGE) (CLC) (paramedical empls.)	217	CO

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'r Stage
Toronto General Hospital and 142 other hospitals, province-wide	Ont. Nurses Assn. (Ind.) (full-time and part-time nurses)	29,600	B
Toronto Public Library Board	CUPE (CLC) (full-time and part-time librarians and clerical empls.)	741	B
Toronto Transit Commission	CUPE (CLC)	205	ARE
Toronto Transit Commission and Gray Coach Lines	Transit Union (AFL-CIO/CLC)	7,500	ARE
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full-time and part-time service empls.)	400	CO
University of Guelph	Staff Assn. (Ind.) (office, clerical laboratory and technical empls.)	835	B
University of Ottawa	Faculty Assn. (Ind.)	950	B
University of Toronto	Cdn. Educational Workers (Ind.) (graduate assistants)	1,800	B
University of Toronto	Faculty Assn. (Ind.)	1,800	B
University of Toronto	Service Employees Intl. (AFL-CIO/CLC) (non-teaching empls.)	620	CO
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	278	B
Victoria County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	347	B
Victoria Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full-time and part-time service empls.)	900	ARI
Victoria Hospital, London and other Ontario Hospitals	OPSEU (NUPGE) (CLC) (paramedical empls.)	3,000	ARI
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,775	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,200	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	836	B

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Waterloo Regional Board of Commissioners of Police	Police Assn. (Ind.)	436	B
Weldwood of Canada Ltd., Plywood Div., Longlac	Carpenters (AFL-CIO)	240	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	537	B
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	300	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	540	F
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed (Ind.)	404	B
Windsor Bumper Div., Gulf+Western (Canada) Ltd., Windsor	Auto Workers (CLC)	340	PCB
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	825	B
Windsor Western Hospital (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitallers of Hotel Dieu, Salvation Army Grace Hospital and Metropolitan General Hospital, Windsor	Service Employees Intl. (AFL-CIO/CLC) (service empls.)	982	ARB
Workers' Compensation Board, Toronto	CUPE (CLC)	1,600	M
York-Finch Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	370	PCB
York Region Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,493	B

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
York Region Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	998	B
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	B
York Regional Board of Commissioners of Police	Police Assn. (Ind.)	350	B
York University, Toronto	Cdn. Educational Workers (Ind.) (teaching assistants and part-time teachers)	1,500	B
York University, Toronto	CUPE (CLC)	251	CO
York University, Toronto	Staff Assn. (CCU) (clerical, secretarial and technical empls.)	915	CO
York University, Toronto	Faculty Assn. (Ind.)	980	CO

More Than One Province

Air Canada, system-wide**	Air Line Flight Attendants (CLC) (passenger service dept.)	2,845	B
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,704	B
Air Canada, system-wide**	Cdn. Air Line Employees (CLC) (sales dept.)	3,000	B
Bell Canada, Ont., Que. and N.W.T.**	Communications & Electronics (CLC) (craft, traffic operators and dining service empls.)	22,900	B
Canada Post, system-wide**	Postal Officials (Ind.) (postal supervisors)	4,330	B
Canada Post, system-wide**	Postmasters and Assistants (Ind.) (revenue postal operations)	9,900	B
Canada Post, system-wide**	Postal Workers (CLC) (postal operations, non-supervisory)	23,500	CO
Canada Post, system-wide**	Letter Carriers (CLC) (letter carriers and mail service couriers)	21,000	B

** Federal jurisdiction

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Marine Officers (AFL-CIO/CLC)	450	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Merchant Service Guild (CLC)	400	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Seafarers (AFL-CIO/CLC)	2,280	CO
Canadian Pacific Air Lines Ltd., system-wide**	Machinists (AFL-CIO/CLC) (maintenance, and service empls.)	1,950	B
CN/CP Telecommunications, system-wide**	Communications and Allied Workers (CCU)	2,100	WS
General Motors of Canada Ltd., Ont. and Que.	Auto Workers (CLC) (plant empls.)	36,800	PCB
Treasury Board of Canada**	Council of Graphic Arts (Ind.) (printing operations, non- supervisory)	1,053	B
Treasury Board of Canada**	Cdn. Professional and Technical Employees (Ind.) (radio operations)	1,212	B
Treasury Board of Canada**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,120	B
Treasury Board of Canada**	Public Service Alliance (CLC) (drafting and illustration group)	1,795	B
Treasury Board of Canada**	Public Service Alliance (CLC) (education group)	2,585	B
Treasury Board of Canada**	Public Service Alliance (CLC) (fire fighters, supervisory and non-supervisory)	1,445	B
Treasury Board of Canada**	Public Service Alliance (CLC) (heating, power and stationary plant operation groups; super- visory and non-supervisory empls.)	2,267	B
Treasury Board of Canada**	Public Service Alliance (CLC) (library science group)	441	B

** Federal jurisdiction

Negotiations in Progress during August 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'l Stage
Treasury Board of Canada**	Public Service Alliance (CLC) (primary products inspection group)	2,750	B
Treasury Board of Canada**	Public Service Alliance (CLC) (ships' crews, supervisory and non-supervisory)	2,145	B
ULS International Inc. (formerly Upper Lakes Shipping Ltd.), Great Lakes and St. Lawrence River**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	CO

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
RL	- Restraint Legislation
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

** Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1984

Employer and Location	Union	No. of Empls.
Air Canada, province-wide	Air Line Employees Assn. (CLC) (sales dept. empls.)	885
Baycrest Centre and Jewish Home for the Aged, Toronto	Service Employees Intl. (AFL-CIO/CLC) (office and clerical empls.)	625
Canada Post Corp., province-wide	Letter Carriers (CLC) (external mail collection empls.)	7,998
Canada Post Corp., province-wide	Postal Workers (CLC) (inside post office empls.)	9,583
Canada Post Corp., province-wide	Postal Officials (Ind.) (postal operations, supervisory empls.)	777
Canadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	213
Canadian Mine Enterprises, Elliot Lake	United Steelworkers (AFL-CIO/CLC)	240
Chatham Public General Hospital	Service Employees Intl. (AFL-CIO/CLC)	331
Computing Devices Co., Div. of Control Data Ltd., Ottawa & Stittsville	Employees Assn. (Ind.)	250
Cornison Mines Ltd., Elliot Lake**	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	1,732
Dominion Textile Inc., Caldwell Div., Iroquois	United Textile Workers (AFL-CIO/CLC)	300
Dominion Textile Inc., Long Sault Fabrics Plant, Long Sault	United Textile Workers (AFL-CIO/CLC)	315
Dominion Textile Inc., Long Sault Yarns Plant, Long Sault	United Textile Workers (AFL-CIO/CLC)	224
Dufferin-Peel Roman Catholic Separate School Board	CUPE (CLC)	300
Edwards, A Unit of General Signal Ltd., Owen Sound	United Steelworkers (AFL-CIO/CLC)	220
Elmhurst General Hospital	Ont. Nurses Assn. (Ind.) (full-time empls.)	230
Elmhurst General Hospital	Ont. Nurses Assn. (Ind.) (part-time empls.)	245
Federal jurisdiction		

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1984

Employer and Location	Union	No. of Empls.
Fleet Industries, A Div. of Fleet Aerospace Corp. Ltd., Fort Erie	Machinists (AFL-CIO/CLC)	490
Ford Motor Co. of Canada, intercity	Auto Workers (CLC) (hourly rated empls.)	14,250
Ford Motor Co. of Canada, Windsor	Auto Workers (CLC) (office, clerical and technical empls.)	355
General Motors of Canada, Intercity	Auto Workers (CLC)	32,473
Great Lakes Forest Products, Dryden	Carpenters (CLC)	200
Griffith Mine, Pickands Mather & Co., Bruce Lake	United Steelworkers (AFL-CIO/CLC)	230
Hawker Siddeley Canada, Orenda Div., Malton	Machinists (AFL-CIO/CLC)	413
Heintzman Ltd., Chair Div., Toronto	Upholsterers (AFL-CIO/CLC)	293
Hiway Market Ltd., Kitchener and Waterloo	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	260
London City Board of Education	CUPE (CLC)	335
McMaster University, Hamilton	Service Employees Intl. (AFL-CIO/CLC) (grounds and buildings empls.)	240
Miller Brothers Co. (1962) Ltd., Trenton	Cdn. Paperworkers (CLC)	241
Mount Sinai Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC)	208
Niagara Regional Municipality (Homes for the Aged)	CUPE (CLC)	500
Ottawa Civic Hospital and 71 other hospitals, province-wide	CUPE (CLC) (service empls.)	18,420
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265
PPG Industries Canada Ltd., Glass Div., Owen Sound	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	334
Rio Algom Ltd., Elliot Lake**	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	2,120

**Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1984

Employer and Location	Union	No. of Empls.
Rio Algom Ltd., Elliot Lake**	United Steelworkers (AFL-CIO/CLC) (office and technical empls.)	249
Ross Memorial Hospital, Lindsay	CUPE (CLC)	294
Royal Canadian Mint, Ottawa**	Public Service Alliance (CLC)	450
Scarborough General Hospital	CUPE (CLC)	414
St. Joseph's Health Centre, Toronto	CUPE (CLC)	380
Steinberg Inc., Ottawa Food Stores, intercounty	Food and Commercial Workers (AFL-CIO/CLC)	980
Sunnybrook Hospital, North York	Service Employees Intl. (AFL-CIO/CLC) (clerical empls.)	284
Decor Metal Products, Midland and Penetanguishene	Clothing and Textile Workers (AFL-CIO/CLC)	526
Thrush Inc., Toronto	United Steelworkers (AFL-CIO/CLC)	240
Toronto East General and Orthopaedic Hospital	Service Employees Intl. (AFL-CIO/CLC)	276
Toronto General Hospital	CUPE (CLC)	950
Toronto General Hospital and 142 other Ontario hospitals, province-wide	Ont. Nurses Assn. (Ind.)	29,600
Treasury Board of Canada, province-wide	Public Service Alliance (CLC) (drafting and illustration group)	992
Treasury Board of Canada, province-wide	Cdn. Professional and Technical Empls. (Ind.) (translation group empls.)	471
Wellesley Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC)	234
Workers' Compensation Board, Toronto	CUPE (CLC)	1,600

**Federal jurisdiction

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
SEPTEMBER 1984

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in September 1984. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in October 1984.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	405
September 1984 Settlements	
Food and Beverage	408
Textile	409
Furniture and Fixture	410
Paper and Allied	410
Primary Metal	411
Metal Fabricating	412
Machinery	414
Electrical Products	414
Miscellaneous Manufacturing	415
Mines	416
Retail Trade	418
Education and Related Services	420
Services to Business Management	431
Provincial Administration	431
Local Administration	432
Construction	434
Erratum	436
Negotiations in Progress during September 1984	
Covering 200 or More Employees	437
Collective Bargaining Agreements Covering 200 or	
More Ontario Employees Expiring in October 1984	455

Highlights

School Board Teachers. About 7,800 public school teachers were covered by settlements of major agreements negotiated during July, August and September. The 12 agreements involved provided pay increases ranging from 1.5 to 7.25 percent for one year ending August 31, 1985.

Most of the agreements made no improvements in benefits. A few made only minor changes. The most significant revisions occurred in two agreements.

- The employer's contributions to the premiums for OHIP and life insurance for secondary school teachers in London were reduced to 70 percent from 80 percent, and the amounts of the reductions were diverted toward a new vision care plan that will provide a maximum benefit of \$150 for eye glasses every 2 years. In addition, the maximum benefit for long term disability was raised to \$60,000 per year from \$28,000.
- The deductibles in the major medical plan for catholic teachers in Welland county were eliminated; a new vision care plan was established to be fully paid for by the employer and to provide a maximum benefit of \$70 for eye glasses every 2 years; and the maximum benefit from the life insurance plan was increased to \$150,000 from \$90,000.

University Faculty Members. In July, 517 faculty members of the University of Windsor negotiated a 3-year agreement to run to June 30, 1987. Salaries were increased 5 percent in the first year. Increases in the second and third years will match the average rise in the Consumer Price Index in the previous year, less one percent; equity adjustments tied to increases gained at other universities will be made; and progress increments of \$775 and \$875 will be paid on July 1, 1985 and 1986, respectively. Benefit improvements included extension of paid maternity leave to a maximum of 17 weeks from 13, and increased long term disability benefits, life insurance benefits, minimum guaranteed pension benefits, and allowances for meals, lodging and travel.

In September, 1,000 faculty members at York University settled on a one-year agreement to expire April 30, 1985. The settlement provided a 5 percent increase on salary floors and 3 percent on actual salaries. In addition, the annual career progress increment was increased by 5 percent to \$1,108, and one percent of 1983-84 salaries was to be put into a fund by the employer from which merit increases would be paid. Other terms included provision for a 6-month paid pre-retirement sabbatical leave, increased benefits under the extended health and dental care plans, improvements in the

early retirement provisions of the pension plan, an increase in the minimum guaranteed normal retirement benefit, and provision for professional expense allowance capped at \$350 per year.

Also in September, 583 faculty members at Ryerson Polytechnical Institute reached a one-year agreement expiring on June 30, 1985, in which salaries were increased 4.6 percent.

Index to Settlements Reported, September 1984

Employer and Location	Union	Page
Abitibi-Price Inc., (Iroquois Falls, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls Divs. in Ontario, Beupre Div. in Quebec and Pine Falls Div. in Manitoba) and Abitibi-Price Fine Papers (Port Arthur Div.)	Office and Professional Empls. (AFL-CIO/CLC)	410
Atomic Energy of Canada Ltd., Research Co. (Chalk River Nuclear Laboratories), Chalk River	Canadian Labour Congress (CLC)	431
Black Diamond Cheese, a Div. of Brooke Bond Inc., Belleville	Energy and Chemical Workers (CLC)	408
Carleton University, Ottawa	CUPE (CLC) (clerical, technical and administrative empls.)	428
Camco Inc., London	United Steelworkers (AFL-CIO/CLC)	414
Commodore Business Machines Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	410
Cooper Canada Ltd., Toronto	Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	415
Crown Cork and Seal Canada Inc., Concord	United Steelworkers (AFL-CIO/CLC)	412
Denison Mines Ltd., Elliot Lake	United Steelworkers (AFL-CIO/CLC) (production, maintenance and office empls.)	417
Eastern Steelcasting and Ivaco Rolling Mills, Div./Ivaco Inc., L'Orignal	United Steelworkers (AFL-CIO/CLC)	411
Electrical Power Systems Construction Assn., province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL) (generation projects construction)	435
Electrical Power Systems Construction Assn., province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL) (transmission system construction)	436
Essex County Board of Education, Essex	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	420
Etobicoke City Corp.	CUPE (CLC) (outside empls.)	432
Hamilton City Corp.	CUPE (CLC) (inside empls.)	432
Hamilton City Corp.	CUPE (CLC) (outside empls.)	433
Hamilton-Wentworth Regional Municipality, Hamilton	CUPE (CLC) (inside empls.)	433

Index to Settlements Reported, September 1984

Employer and Location	Union	Page
Hastings County Board of Education, Belleville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	42
Hussmann Store Equipment Ltd., Brantford	Auto Workers (CLC)	41
Kerr Addison Mines Ltd., Virginiatown	Employees Association (Ind.)	41
Loblaws Ltd. (Ontario Div.), Ottawa, Toronto and locations throughout southern Ontario	Food and Commercial Workers (AFL- CIO/CLC)	41
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	42
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	42
Ontario Government, province-wide	Ontario Public Service Empls. (NUPGE) (CLC) (scientific and professional services category)	43
Oshawa Area Signatory Contractors, Oshawa	Labourers (AFL-CIO) and Teamsters (Ind.)	43
Ottawa Board of Education	Employees Assn. (Ind.) (maintenance and service empls. and stationary engineers)	42
Ottawa City Corp.	Ont. Professional Fire Fighters Assn. (Ind.)	43
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	42
Rio Algom Ltd., Elliot Lake	United Steelworkers (AFL-CIO/CLC) (production, maintenance and office empls.)	41
Ryerson Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.)	42
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	42
J.M. Schneider Inc. and Link Services Inc., Kitchener	The Schneider Employees Associa- tion (Ind.)	40
Steinberg Inc. (Miracle Food Mart Div.), locations through southern Ontario	Food and Commercial Workers (AFL- CIO/CLC)	41

Index to Settlements Reported, September 1984

Employer and Location	Union	Page
Sudbury Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	424
TRW Canada Ltd., formerly Decor Metal Products, Midland and Penetanguishene	Clothing and Textile Workers (AFL-CIO/CLC)	409
University of Guelph	Staff Assn. (Ind.) (office, clerical laboratory and technical empls.)	428
Welland County Roman Catholic Separate School Board, Welland	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	424
Windsor Bumper Div., Gulf+Western (Canada) Ltd., Windsor	Auto Workers (CLC)	413
York Regional Board of Commissioners of Police, Newmarket	Police Assn. (Ind.)	434
York Region Board of Education, Aurora	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	425
York Region Board of Education, Aurora	Ont. Secondary School Teachers' Fed. (Ind.)	426
York University, Toronto	Faculty Assn. (Ind.)	429

FOOD AND BEVERAGE

J.M. Schneider Inc. and Link Services Inc. at Kitchener - The Schneider Employees' Association (Ind.): A 22-month renewal agreement effective from August 1, 1984 to May 31, 1986, covering 2,400 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages: No general increase in rates that were in effect at the expiry of the previous agreement.

	<u>Aug. 1/84</u>
Casual Status employees	\$9.35
Labourer (Bracket 0)	\$12.00
Journeyman (certified level) (Bracket 38)	\$15.04

Special Adjustment - Effective August 4, 1985, 35¢ per hour increase for casual status employees in poultry operations.

Start Rates - Newly hired maintenance employees will receive 5% less than the job rate (new). All other new employees receive 5% less than the base rate for 13 weeks or until qualified, whichever comes first.

Bereavement Leave: Subsequent time off in lieu of bereavement leave to be granted if bereavement occurred during vacation period (new).

Health and Welfare: Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Non-Contributory - \$9.50 per month per year of service, with no maximum service. (Previously, maximum 30 years.)

Black Diamond Cheese, a Division of Brooke Bond Inc. at Belleville - Local 555, Energy and Chemical Workers (CLC)*: A 36-month renewal agreement effective from March 1, 1984 to February 28, 1987, covering 222 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

* Formerly, Food and Commercial Workers (AFL-CIO/CLC).

Wages:	Effective	<u>Mar. 1/84</u>	<u>Mar. 1/85</u>	<u>Mar. 1/86</u>
	General Increases	60¢	45¢	50¢
	Class 1 (includes Cafeteria Help)	\$9.92 (\$9.32)	\$10.37	\$10.87
	Electrician Maintenance Mechanic	\$11.40 (\$10.80)	\$11.85	\$12.35

Cost of Living Allowance: 1¢ per 0.4 point increase in the Consumer Price Index - 1971=100, using March 1985 index as the base. Triggered at 5% annually and folded into wages March 1, 1986 and February 28, 1987. (Provision inoperative during the previous agreement. Basic formula is unchanged.)

Shift Premium: Effective March 1, 1985, 0-35¢-40¢ (0-33¢-38¢).

Health and Welfare: Weekly Indemnity - Effective July 1, 1985, new plan to be introduced, with employer cost to be equal to cost of current plan plus 5¢ per hour per employee. Details of plan to be finalized. (Currently, plan provides 75% of wages for the first two weeks, and 13 weeks at 70% of wages following the 15-week period covered by U.I.)

TEXTILE

TRW Canada Ltd., formerly Decor Metal Products, at Midland and Penetanguishene - Local 1698, Clothing and Textile Workers (AFL-CIO/CLC): A 30 1/2-month renewal agreement effective from September 16, 1984 to March 31, 1987, covering 454 employees*, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

* Includes 138 employees currently on lay-off status.

Wages:	Effective	Sept. 17/84	Sept. 16/85	Sept. 22/86
General Increases		45¢	25¢	20¢
COLA Fold-in		\$1.01		
General Labour		\$8.69 (\$7.23)	\$8.94	\$9.14
Production Mechanic Grade 1		\$9.64 (\$8.18)	\$9.89	\$10.09

Cost of Living Provision: Deleted. (Previously, 1¢ per 0.45 point rise in the Consumer Price Index - 1971=100. Adjusted and paid semi-annually.)

Lump Sum Payments: Lump sum adjustments of 40¢ per hour worked in each 6-month period beginning April 1, 1984 through March 31, 1986.

Health and Welfare: Life Insurance and A. D. & D. - \$5,000 benefit for all employees. (Previously, \$5,000 for employees eligible as of April 11, 1974, and \$3,000 for other employees.)

Weekly Indemnity - Benefit is \$130 (\$120) per week. Effective April 1, 1985, \$140. Effective April 1, 1986, \$150.

Pension Plan (new): Basic Benefit - Effective January 1, 1986, \$5 per month per year of continuous service minus 1 year.

Early Retirement - Effective January 1, 1986, employee may retire at age 55 with 10 years of service with .5% per month early retirement reduction factor.

FURNITURE AND FIXTURE

Commodore Business Machines Limited at Toronto - Local 6269, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 22, 1984 to April 21, 1987, covering 250 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 22/84</u>	<u>Apr. 22/85</u>	<u>Apr. 22/86</u>
	General Increases	40¢	40¢	40¢
	Additional Adjustments		50¢ for Maintenance-Skilled, Lead Hand and Set up; 30¢ for Class 2 Painter	
	General Factory	\$8.30 (\$7.90)	\$8.70	\$9.10
	Tool & Die Maker	\$11.60 (\$11.20)	\$12.50	\$12.90
Shift Premium:	Effective April, 22, 1985, 0-30¢-30¢ (0-25¢-25¢).			
Health and Welfare:	<u>Weekly Indemnity</u> - Effective April 22, 1985, benefit increases to \$200 (\$190) per week.			
Clothing Allowance:	Employer pays 6¢ (4¢) per hour for work clothes for maintenance employees.			
Safety Shoe Allowance:	Maximum \$40 (\$30) per pair per year. For painters, 2 pairs per year.			
Mileage Allowance:	Effective April 22, 1985, 24¢ (22¢) per kilometre.			

PAPER AND ALLIED

Abitibi-Price Inc. (Iroquois Falls, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls Divisions in Ontario, Beaupre Division in Quebec and Pine Falls Division in Manitoba) and Abitibi-Price Fine Papers (Port Arthur Division) - Various Locals, Office and Professional Employees (AFL-CIO/CLC): Eleven 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, including seven agreements in Ontario covering 201 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
	General Increases	2.5%	4%	5%
	<u>Monthly Rates</u>			
	Grade 1 (includes Mail Clerk), 7-day operation	\$1,884-\$2,038 (\$1,838-\$1,988)	\$1,959-\$2,120	\$2,057-\$2,226

	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
Grade 2 (includes Tallyman), 6-day operation	\$2,113-\$2,169 (\$2,061-\$2,116)	\$2,198-\$2,256	\$2,308-\$2,369
Grade 7 (includes Design Draftsman), 7-day operation	\$2,584-\$3,079 (\$2,521-\$3,004)	\$2,687-\$3,202	\$2,821-\$3,362

Probationary period is 4 months. Maximum rates are reached on merit after three 6-month and three annual increases.

Shift Premium: Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Health and Welfare: Long Term Disability Plan - Effective September 1, 1984, benefit is 55% (50%) of basic monthly salary to a monthly maximum of \$1,650 (\$1,500). Effective May 1, 1986, \$1,800.

Dental Plan - Effective September 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

PRIMARY METAL

Eastern Steelcasting and Ivaco Rolling Mills, Divisions/Ivaco Inc. at L'Orignal - Locals 8794 and 7940, United Steelworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from September 1, 1984 to August 31, 1987, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
COLA Fold-in		6¢		
General Increases		40¢	25¢	30¢
Class 2 (Labourer)		\$12.137 (\$11.677)	\$12.387	\$12.687
Class 20 (Electronic Repairman)		\$15.683 (\$15.233)	\$15.933	\$16.233

Previous rates reflect \$1.73 COLA folded into wages during the previous agreement.

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using August 1984 as the base. Adjusted and folded into wages quarterly. (Basic formula is unchanged.)

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: 4 weeks after 11 (12) years, 5 weeks after 19 (20) years.

Note: The following changes are effective September 20, 1984.

Health and
Welfare:

Employer pays 90% (75%) of costs of entire insurance program.

Life Insurance - Benefit is \$25,000 (\$18,000).

Life Insurance for Retirees - Benefit is \$1,500 (\$1,000).

Weekly Indemnity - Benefit is 2/3 of regular earnings to a maximum of \$350 per week or the U.I.C. maximum, whichever is greater, for up to 26 weeks, and \$200 per week for the next 11 weeks. Employer pays \$200 per week for the remaining 15 weeks if the employee is not eligible for U.I.C. benefits. (Previously, 2/3 of wages with no maximum for 26 weeks.)

Long Term Disability Plan - Benefit is \$500 (\$400) per month for a maximum of 5 years.

Dental Plan - Coverage is based on the current year's Ontario Dental Association fee schedule. Effective September 1, 1986, prosthetic services are added on a 50%-50% co-insurance basis with coverage based on the 1984 O.D.A. fee schedule (new).

Pension Plan:

Basic Benefit - \$15 (\$12) per month per year of service.

Surviving Spouse Benefit (new) - 33 1/3% of accumulated pension upon death of employee with minimum 10 years of service and age 45.

METAL FABRICATING

Crown Cork and Seal Canada Inc. at Concord - Local 8670, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:

No increase in rates that were in effect at the end of the previous agreement.

July 1/84

Job Class 4 (includes Wrapper)	\$12,282
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Job Class 23 (Machine Parts Inspector)	\$14,961
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Rates reflect a total of \$1.27 COLA folded into wages during the previous agreement.

Cost of Living
Allowance:

Effective August 15, 1984, 2¢ of the 12¢ generated in the last quarter of the previous agreement is folded into wages for a 3-month period and 10¢ continues to float.

1¢ per 0.3 change in the U.S. Consumer Price Index - 1967=100, using the base index 258.7. Adjusted quarterly and folded into wages annually. (Basic formula is unchanged. Previously quarterly fold-ins.)

Overtime Premium: Friday Midnight Shift - When worked in conjunction with either Friday afternoon shift or Saturday day shift, employee receives time and one-half provided the full midnight shift is worked (new).

Pension Plan: Employees retiring after July 1, 1984, shall have their pensions adjusted to reflect any increases negotiated in the succeeding agreement.

Windsor Bumper Division, Gulf+Western (Canada) Limited, at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from July 1, 1984 to June 30, 1987, covering 330 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>	<u>July 1/86</u>
	COLA Fold-in	\$1.52		
	General Increases	20¢	15¢	15¢
	Skilled Trades Adjustment	50¢	50¢	
	Stockroom Attendant	\$11.46-\$11.51 (\$9.74-\$9.79)	\$11.61-\$11.66	\$11.76-\$11.81
	Tool & Die Maker	\$13.50-\$13.55 (\$11.28-\$11.33)	\$14.15-\$14.20	\$14.30-\$14.35

Probationary period is a minimum of 40 working days. Maximum rates are reached after three increases over 70 days.

Cost of Living Allowance: 1¢ per 0.35 increase in the Consumer Price Index - 1971=100, using the March 1984 index as the base. Adjusted quarterly. (Previously, 1¢ per 0.3 increase in the CPI, with 28.5¢ from each quarterly COLA payment diverted to offset benefit costs. Capped at a 12% increase in the CPI.)

Effective July 1, 1985, 1¢ per 0.3 increase in the CPI - 1971=100.

Shift Premium: 0-25¢-30¢ (0-23¢-27¢).

Paid Holidays: Effective in 1985, one additional paid holiday for a total of 47 (45) days during the term of this agreement.

Vacation Pay: 9% (8%) after 20 years' service.

Bereavement Leave: Son-in-law, daughter-in-law and grandchild are added to the provision for 3 days' paid leave.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$13,000 (\$12,000). Effective July 1, 1985, \$14,000. Effective July 1, 1986, \$15,000.

Weekly Indemnity - Maximum benefit is \$195 (\$180) per week. Effective July 1, 1985, \$210. Effective July 1, 1986, \$225.

Extended Health Care (new) - Introduction of the Green Shield "E4" plan.

Vision Care - Maximum claim for eyeglasses is \$60 (\$40) every 2 years.

Pension Plan: Basic Benefit - \$10 (\$7.75) per month per year of service.
Maximum allowable years of credited service is 40 (30).
Effective June 30, 1985, \$11. Effective June 30, 1986, \$12.

Special Payment - Effective January 1, 1985 and 1986, lump sum payment of \$200 to current retirees.

Credited Service During Lay-off - Maximum credited service when employee is absent due to layoff in 35 (30) months.

MACHINERY

Hussmann Store Equipment Limited at Brantford - Local 397, Auto Workers (CLC): A 15-month renewal agreement effective from September 5, 1984 to November 30, 1985, covering 345 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 12 months.

Previous agreement expired November 30, 1983 and was extended to December 16, 1983.

Wages:	Effective	<u>Sept. 5/84</u>	<u>Apr. 1/85</u>
	General Increases	30¢	23¢
	COLA Fold-in	\$2.29	
	Labourer	\$11.08 (\$8.49)	\$11.31
	Electrical & General Maintenance	\$13.07 (\$10.48)	\$13.30

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.3 increase in the Consumer Price Index - 1971 = 100. Adjusted quarterly.)

Paid Holidays: 1 floating day is eliminated leaving a total of 14 (15) days.

Pension Plan: Basic Benefit - Effective December 1, 1984, \$14.25 (\$13.25) per month per year of service.

ELECTRICAL PRODUCTS

Camco Inc. at London - Locals 2771 and 3313, United Steelworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from August 1, 1984 to July 31, 1987, covering 320 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Aug. 1/84</u>	<u>Feb. 1/85</u>
	General Increases	37¢	10¢

	<u>Aug. 1/84</u>	<u>Feb. 1/85</u>
General Labour	\$10.32 (\$9.95)	\$10.42
Electrician #1	\$13.14 (\$12.77)	\$13.24
	<u>Aug. 1/85</u>	<u>Aug. 1/86</u>
Effective		
General Increases	25¢	20¢
General Labour	\$10.66	\$10.86
Electrician #1	\$13.48	\$13.68

Previous rates reflect a total of 99¢ COLA folded into wages during previous agreement.

Cost of Living Allowance:	Effective August 1, 1985, 1¢ per 0.34 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly, with 2 payments in the first COLA year and 3 in the second COLA year. Folded into wages annually. (Basic formula is unchanged.)
Paid Vacation:	5 weeks after 23 (25) years' service.
Bereavement Leave:	1 day's paid leave for death of grandchild (new).
Jury Duty:	No loss in pay for employee who is subpoenaed as a court witness.
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$16,000 (\$15,000). Effective August 1, 1985, \$17,000. <u>A. D. & D.</u> - Effective August 1, 1986, benefit is \$16,000 (\$15,000). <u>Dental Plan</u> - Effective day of ratification, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective August 1, 1985, the 1983 O.D.A. fee schedule. Effective August 1, 1986, the 1984 O.D.A. fee schedule.
Pension Plan:	<u>Basic Benefit</u> - Effective August 1, 1985, \$12.50 (\$12) per month per year of service. Effective August 1, 1986, \$13.25. <u>Bridging Benefit (new)</u> - \$6 per month per year of service, maximum 30 years.

MISCELLANEOUS MANUFACTURING

Cooper Canada Limited at Toronto - Local 366, Glass, Pottery and Plastic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 7, 1984 to July 6, 1986, covering 842 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

	<u>Effective</u>	<u>July 7/84</u>	<u>July 7/85</u>
Wages:			
	General Increases*	40¢	40¢

	<u>July 1/84</u>	<u>July 1/85</u>
Additional Increases	Some equity adjustments	Some equity adjustments
Labour Grade 1 (includes Bench Worker)	\$6.37 (\$5.97)	\$6.77
Mechanic III	\$8.81-\$9.31 (\$8.41-\$8.91)	\$9.21-\$9.71

* Incentive Earners - Increase in the first contract year is applied to the base wage rate. Increase in the second contract year is 20¢ to the base wage rate and 20¢ to the 100% wage rate.

Probationary period is 3 months of continuous work. Maximum rate for Mechanic III is reached on merit.

Bereavement
Leave:

Grandchild is added to the provision for 3 days' paid leave.

Health and
Welfare:

Weekly Indemnity - Benefits payable from the first day in hospital for surgery regardless of length of time in hospital. (Previously, benefits started from the first day if in hospital for 18 hours or more.)

Dental Plan - Coverage is based on the 1982 (1980) Ontario Dental Association fee schedule. Effective July 7, 1985, the 1983 O.D.A. fee schedule.

MINES

Kerr Addison Mines Limited at Virginiatown - Employees' Association (Ind.): A 27-month renewal agreement effective from July 1, 1984 to September 30, 1986, covering 319 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/84</u>	<u>Apr. 1/85</u>	<u>Jan. 1/86</u>
General Increases			35¢	25¢
Surface Labourer (day worker)		\$11.35 (\$11.35)	\$11.70	\$11.95
Miner Senior (day worker)		\$12.21 (\$12.21)	\$12.56	\$12.81

Previous rates reflect 54¢ COLA folded into wages during the previous agreement.

Cost of Living
Allowance:

1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, comparing July 1985 over July 1984, and triggered at 8%. Folded into wages on July 1, 1985, when formula will be suspended. (Previous formula was discontinued June 16, 1984. Formula had no trigger and was adjusted quarterly.)

Denison Mines Ltd. at Elliot Lake - Locals 5762 and 5815, United Steelworkers (AFL-CIO/CLC) (production, maintenance and office employees):
Two 36-month renewal agreements effective from September 2, 1984 to September 1, 1987, covering 1,872 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 2/84</u>	<u>Sept. 2/85</u>	<u>Sept. 2/86</u>
	COLA Fold-in	19¢		
	General Increases	10¢	25¢	25¢
	Surface Labourer (Job Class 2)	\$13.32 (\$13.03)	\$13.57	\$13.82
	Stope Miner (Job Class 12)	\$15.22 (\$14.93)	\$15.47	\$15.72
	Journeyman Electrician (Job Class 20)	\$16.74 (\$16.45)	\$16.99	\$17.24

Previous rates reflect 75¢ COLA folded in during the previous agreement.

Cost of Living Allowance: 1¢ per 0.35 point increase in the Consumer Price Index - 1961=100. Calculated quarterly beginning October 1984 for the period July to September 1984 and folded into wages on September 2, 1985 and 1986. (Basic formula is unchanged. Previously, annual COLA advances.)

Health and Welfare: Life Insurance - \$20,000 (\$18,000) benefit.

Life Insurance for Retirees - \$6,000 (\$5,000) benefit.

A. D. & D. - \$20,000 (\$18,000) benefit for accidental death and major dismemberment. \$10,000 (\$9,000) minor dismemberment benefit.

Weekly Indemnity - Effective January 1, 1985, benefit is \$290 (\$275) per week. Effective January 1, 1986, \$305. Effective January 1, 1987, \$325.

Long Term Disability Plan - Benefit is \$700 (\$600) per month.

Dental Plan - Effective January 1, 1985, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1983 O.D.A. fee schedule. Effective January 1, 1987, the 1984 O.D.A. fee schedule.

Pension Plan: Basic and Supplementary Benefits - \$18 (\$17) per month per year of service.

Rio Algom Ltd. at Elliot Lake - Locals 5417 and 5980, United Steelworkers (AFL-CIO/CLC) (production, maintenance and office employees): Two 36-month renewal agreements effective from September 2, 1984 to September 1, 1987, covering 2,369 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 2/84</u>	<u>Sept. 2/85</u>	<u>Sept. 2/86</u>
	COLA Fold-in	19¢		
	General Increases	10¢	25¢	25¢
	<u>Monthly Rates</u>			
	Typist	\$2,211 (\$2,161)	\$2,254	\$2,297
	Key punch Operator	\$2,351 (\$2,301)	\$2,394	\$2,438
	Survey Helper	\$2,580 (\$2,530)	\$2,623	\$2,666
	Computer Operator	\$2,745 (\$2,695)	\$2,788	\$2,831
	Draftsman 1	\$2,831 (\$2,781)	\$2,874	\$2,917
	Instrument Tech 1	\$3,012 (\$2,962)	\$3,055	\$3,098

Wage rates for production employees and all other details of the settlement are the same as reported above for Denison Mines Ltd. and United Steelworkers.

RETAIL TRADE

Loblaws Limited (Ontario Division) at Ottawa, Toronto and locations throughout southern Ontario - Locals 175, 206, 486 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): Three 24-month renewal agreements effective from April 30, 1984 to April 30, 1986, covering 1,770 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 30/84</u>	<u>Apr. 29/85</u>
	<u>General Increases*</u>		
	Full-time	50¢	50¢
	Part-time	35¢	35¢
	<u>Full Time Employees</u>		
	Cashier, Service Clerk, Wrapper and Meat Clerk	\$7.58-\$12.76 (\$7.33-\$12.26)	\$7.83-\$13.26
	Meat Cutter	\$7.95-\$13.76 (\$7.70-\$13.26)	\$8.20-\$14.26
	<u>Part Time Employees</u>	\$5.66-\$10.215 (\$5.48-\$9.865)	\$5.84-\$10.565

* Increases are pro-rated from 50% on start rates to 100% on maximum rates.

Probationary period is 30 worked days. Maximum rates for Cashier, Service Clerk, Wrapper and Meat Clerk are reached after three 6-month increases; for Meat Cutter, after four 6-month increases, and for part-time employees, after six 6-month increases.

Acting Pay (new): An employee filling in for an employee on sick, disability or pregnancy leave shall continue to be paid at the higher-rated classification for 8 weeks after the return of the employee who was on leave.

Health and Welfare: Survivor Income Benefit - Maximum \$700 (\$500) per month.

Steinberg Inc. (Miracle Food Mart Division) at locations throughout southern Ontario - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from June 22, 1984 to June 21, 1986, covering 6,000 full-time and part-time employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 22/84</u>	<u>June 24/85</u>
	Increase* (Top Rate)		6.5%
	<u>Weekly Rates</u> <u>Full-time Employees</u>		
	Service Clerk	\$244.28-\$435.37 (\$244.28-\$435.37)	\$249.17-\$463.67
	Production Clerk	\$249.68-\$442.05 (\$249.68-\$442.05)	\$254.67-\$491.97
	Meat Cutter	\$266.29-\$496.97 (\$266.29-\$496.97)	\$271.62-\$529.27
	<u>Hourly Rate</u> <u>Part-time Employees</u>		
		\$5.19-\$9.54 (\$5.19-\$9.54)	\$5.29-\$10.16

Probationary period is 150 hours worked or 16 weeks, whichever comes first. Maximum rate for Service Clerk is reached after 12 months; for Production Clerk, 27 months; for Meat Cutter, 30 months; and for part-time employees, 36 months.

* Ranges from a 2% wage increase on start rates up to a 6.5% wage increase on top rates.

Economic Adjustment: No payments in the first year. Four quarterly payments of \$150 each in the second year for full-time employees and 10¢ per hour for part-time employees.

Health and Welfare: Major Medical Plan - Effective June 24, 1985, employer contributes 6¢ (5¢) per hour worked to a jointly administered plan.

Dental Plan - Effective September 3, 1984, employer contributes 10¢ (8¢) per hour worked to a jointly administered plan.
Effective June 24, 1985, 12¢.

EDUCATION AND RELATED SERVICES

Essex County Board of Education at Essex - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 540 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/84	Jan. 1/85
General Increases		2.43%	3%
Teacher-Category I 0-10 years		\$20,650-\$35,256 (\$20,160-\$34,420)	\$21,275-\$36,325
Teacher-Category IV 0-10 years		\$24,378-\$43,000 (\$23,800-\$41,980)	\$25,115-\$44,300
Vice Principal 0-3 years		\$47,405-\$50,790 (\$46,280-\$49,585)	\$48,835-\$52,325
Principal 0-3 years		\$53,095-\$57,515 (\$51,835-\$56,150)	\$54,700-\$59,325

Responsibility Increased by 5%.
Allowances:

Hastings County Board of Education at Belleville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 583 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/84
General Increase		4%
Teacher-Category D 0-6 years		\$15,841-\$21,956 (\$15,232-\$21,112)
Teacher-Category A1 0-11 years		\$19,798-\$34,199 (\$19,037-\$32,884)
Teacher-Category A4 0-14 years		\$22,897-\$43,128 (\$22,016-\$41,469)
<u>Principal</u>		
"B" School		\$44,278-\$47,611 (\$42,575-\$45,780)
"A" School		\$46,659-\$49,992 (\$44,864-\$48,069)

Responsibility	Principal of a	\$3,500 (\$3,092)
Allowance:	Designated School	

London City Board of Education - Ontario Secondary School Teachers' Federation

(Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,070 employees, settled at the post mediation bargaining stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
	Increase	5% on average	
	Additional Adjustment		5% on average to restore parity with elementary teachers
	Teacher-Category 1 0-10 years	\$19,150-\$32,350 (\$18,256-\$30,812)	\$19,900-\$33,700
	Teacher-Category 4 0-10 years	\$23,340-\$42,540 (\$22,200-\$40,514)	\$24,350-\$44,650
	Vice Principal or Co-ordinator 0-3 years	\$48,050-\$50,690 (\$45,755-\$48,275)	\$50,426-\$53,203
	Principal 0-4 years	\$52,860-\$56,820 (\$50,332-\$54,112)	\$55,470-\$59,636

Previous rates reflect downward adjustments on the salary grid in accordance with the Inflation Restraint Board decision.

Health and Welfare: Life Insurance and O.H.I.P. - Employer contribution reduced from 80% to 70% to provide for new vision care plan.

Long Term Disability Plan - Benefit is 75% of salary to a maximum of \$60,000 (\$28,000). Psychosis limitation removed.

Vision Care (new) - Effective September 18, 1984, maximum claim for eyeglasses is \$150 per pair every 2 years.

Ottawa Board of Education - Employees' Association (Ind.) (maintenance and service

employees and stationary engineers): A 12-month renewal agreement effective from March 16, 1984 to March 15, 1985, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Mar. 16/84</u>
	General Increase	4.7% rounded to the nearest dollar

Mar. 16/84

Part-time Employees

Kitchen Assistant	\$6.03 (\$5.76)
Caretaker	\$7.75 (\$7.40)

Full-time Employees

Chief Custodian Category 5	\$9.63 (\$9.20)
Electrician Maintenance Category 1	\$12.20 (\$11.66)

Premium Pay: Chief Custodian and Custodian Category 3 with Fourth Class Engineering Certificate - \$282 (\$269) per year.

Working Foreman - Four or more employees - \$423 (\$404) per year.

Additional Portable Classrooms - \$75 (\$72) per year, payable to custodian when rooms are in use.

Health and Welfare: Life Insurance - Effective January 1, 1985, \$3,500 (\$2,500) benefit for part-time employees.

Safety Footwear Allowance: Maximum \$40 (\$38) per year.

Ottawa Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 725 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
General Increases		1.75%	5.5% non-compounded*
Teacher-Level 1 0-6 years		\$15,380-\$21,069 (\$15,115-\$20,707)	\$15,946-\$21,846
Teacher-Level 4 0-11 years		\$20,063-\$34,594 (\$19,718-\$33,999)	\$20,802-\$35,869
Teacher-Level 7 0-11 years		\$24,329-\$43,038 (\$23,911-\$42,298)	\$25,226-\$44,624

* Effective January 1, 1985, salaries as at August 31, 1984 are increased by 5.5%.

Responsibility Allowances: Increased by 1.75%. Effective January 1, 1985, responsibility allowances as at August 31, 1984 are increased by 5.5%.

Health and
Welfare:

OHIP - Employer reimburses teacher residing in Quebec \$25 (\$15) per month for premium costs.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Sault Ste. Marie Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 365 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:

	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
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Increases	2%-2.25%	2%
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Additional Adjustments	\$445 per year for Category 4 (11 years) and \$325 per year for Category 4 (12 years)	
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Teacher-Category 1 0-10 years	\$20,025-\$34,275 (\$19,588-\$33,522)	\$20,460-\$34,960
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Teacher-Category 4 0-12 years	\$23,865-\$42,885 (\$23,376-\$41,625)	\$24,370-\$44,065
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Principal 0-3 years	\$53,185-\$55,585 (\$51,696-\$54,054)	\$54,565-\$57,015
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Vice-Principal 0-3 years	\$47,755-\$50,165 (\$46,386-\$48,744)	\$49,040-\$51,490
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Effective	<u>Aug. 15/85</u>	
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Increases	\$150 per year for Categories 1, 2 and 3; \$125 to \$470 per year for Category 4 depending on grid level; \$1,570 per year for Principal and \$470 per year for Vice-Principal	
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Teacher-Category 1 0-10 years	\$20,610-\$35,110	
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Teacher-Category 4 0-12 years	\$24,495-\$44,535	
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Principal 0-3 years	\$56,135-\$58,585	
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Vice-Principal 0-3 years	\$49,510-\$51,960	
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Responsibility
Allowances:

Responsibility and experience allowances for principal and vice-principal are incorporated into salary rates (previously, paid separately.)

Jury Duty (new): Leave of absence with pay to serve on a jury, or when subpoenaed as a witness. Court fees received are returned to employer.

Adoption Leave: Employer pays health and welfare benefit premiums for a maximum of 8 (6) weeks.

Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC) (custodial, maintenance, construction and transportation employees): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 1/84	July 1/85
General Increases		5%	5%
Cleaning Helper Elementary and Secondary School		\$7.43 (\$7.08)	\$7.81
Group B (includes Electrician)		\$14.30 (\$13.62)	\$15.02

Lump Sum Retro-active Payment: Employees regularly working: 40 hours/week - \$160
30 to 40 hours/week - \$120
10 to 30 hours/week - \$80

Employees laid off during the 1984 summer months - \$50

Shift Premium: Effective October 1, 1984, 0-42¢-47¢ (0-37¢-47¢). Effective July 1, 1985, 0-47¢-47¢.

Sunday Premium: Effective October 1, 1984, 83¢ (79¢) per hour. Effective July 1, 1985, 87¢ per hour.

Health and Welfare: Dental Plan - Effective October 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective July 1, 1985, the 1984 O.D.A. fee schedule.

Travel Allowance: \$2.10 (\$2.00) per day for maintenance employees required to use own vehicle while on duty. Effective July 1, 1985, \$2.21 per day and 22.5¢ (21.5¢) per kilometre for all employees.

Tool Allowance: \$70 per year for Instrumentation Technician to replace broken, lost, worn and stolen tools (new).

Safety Footwear Allowance: \$47.25 (\$45) per year for Group 1 employees and \$42 (\$40) per year for Group 2, 3 and 4 employees. Effective July 1, 1985, \$49.61 and \$44.10, respectively.

Welland County Roman Catholic Separate School Board at Welland - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 620 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	3%
	Teacher-Level 1 0-6 years	\$15,090-\$21,404 (\$14,650-\$20,781)
	Teacher-Level 4 0-12 years	\$19,955-\$34,912 (\$19,374-\$33,895)
	Teacher-Level 7 0-13 years	\$24,412-\$43,193 (\$23,701-\$41,935)

Responsibility Allowances: Increased by 3%.

Health and Welfare: Life Insurance - Benefit is three times salary to a maximum \$150,000 (\$90,000).

Major Medical - Coverage continues with no deductible.
(Previously, \$10/\$20 deductible.)

Vision Care (new) - Employer pays 100% of premium cost for a plan with a maximum claim for eyeglasses of \$70 every 24 months.

York Region Board of Education at Aurora - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,493 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/84</u>
	Increase	4.3%*
	Teacher-Category D 0-5 years	\$15,892-\$22,075 (\$15,237-\$21,165)
	Teacher-Category A1 0-11 years	\$21,498-\$36,345 (\$20,612-\$34,874)
	Teacher-Category A4 0-11 years	\$25,284-\$45,193 (\$24,242-\$43,330)
	Principal 0-5 years	
	Less than 500 students	\$46,358-\$52,937 (\$44,447-\$50,755)
	500 or more students	\$48,007-\$54,585 (\$46,028-\$52,335)

* Employees whose merit increases were withheld under the \$35,000 provision of the Inflation Restraint Act, 1982, move to the salary level appropriate for their length of service.

Responsibility Allowances: Consultant \$5,737 (\$5,500)

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

York Region Board of Education at Aurora - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 998 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4.3%*
	Teacher-Category 1 0-11 years	\$21,305-\$36,374 (\$20,427-\$34,874)
	Teacher-Category 4 0-11 years	\$25,105-\$45,193 (\$24,070-\$43,330)
	Vice Principal 0-5 years	\$48,821-\$53,061 (\$46,808-\$50,873)
	Principal 0-5 years	\$54,802-\$60,480 (\$52,543-\$57,987)

* Employees whose merit increases were withheld under the \$35,000 provision of the Inflation Restraint Act, 1982, move to the salary level appropriate for their length of service.

Responsibility Allowances: Increased by 4%.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide, - various locals, Ontario Public Service Employees (NUPGE) (CLC) (support staff employees): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 4,700 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	2.4% plus 25¢
	Additional Adjustment	Systems Analyst and Technical Support Specialist classifications added
	Clerk 1, General	\$7.75-\$8.27 (\$7.32-\$7.83)
	Tradesman Journeyman 2	\$13.00 (\$12.45)

Sept. 1/84

Programmer	\$18.33-\$20.18
Analyst 3	(\$17.66-\$19.46)
Technical Support Specialist (new)	\$19.63-\$21.81

Probationary period is 6 months. Maximum rates are reached after one 6-month and two 1-year increases.

Shift Premium: 0-30¢-45¢ (0-25¢-40¢).

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Meal Allowance: \$5 after 3 hours unscheduled overtime worked. (Previously, up to \$3 meal voucher or when no cafeteria facilities available, \$4 allowance.)

Safety Shoe Allowance: \$35 (\$30) per year.

Safety Prescription Glasses: \$12 (\$10) per year.

Union Leave: Union reimburses employer 50% (100%) of pay for leaves of absence for local union business.

Severance Pay: One week's pay at current salary per year of service up to a maximum of 12 (6) weeks' pay in the case of layoff, involuntary displacement or the reduction in regular weekly hours. (Previously, in the case of layoff or involuntary displacement.)

Ryerson Polytechnical Institute Board of Governors at Toronto - Faculty Association (Ind.): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 583 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/84</u>
	General Increase	4.6%
	Teacher-3 Year Degree 0-14 years	\$24,559.46-\$45,347.03 (\$23,479.41-\$43,352.80)
	Teacher-4 Year Degree 0-14 years	\$25,819.53-\$47,232.95 (\$24,684.06-\$45,155.78)
	Teacher-Master's Degree 0-14 years	\$28,339.75-\$51,013.27 (\$27,093.46-\$48,769.86)
	Teacher-Ph.D./M.Phil. 0-11 years	\$32,432.99-\$51,013.27 (\$31,006.68-\$48,769.86)
	Librarian 0-9 years	\$24,058-\$36,610 (\$23,000-\$35,000)

July 1/84

Counsellor	\$28,242-\$45,919.40)
0-11 years	(\$27,000-\$43,900)

Carleton University at Ottawa - Local 2424, Canadian Union of Public Employees (CLC)
(clerical, technical and administrative employees): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 586 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/84</u>
	General Increase	\$1,060 per year*
	Level 2 (1) (includes Mail Clerk)	\$12,892-\$15,364 (\$11,832-\$14,304)
	Level 5 (includes Secretary)	\$17,893-\$21,960 (\$16,833-\$20,900)
	Level 9 (includes Computer Services Supervisor)	\$31,095-\$39,527 (\$30,035-\$38,467)

* Pro-rated for part-time employees.

Probationary period is three calendar months for Level 2 and six calendar months for Levels 5 and 9. Maximum rates are reached after six annual increases for Level 2, seven annual increases for Level 5 and eight annual increases for Level 9.

Sick Leave: Maximum 130 working days' paid leave, which represents the waiting period for long term disability insurance for any one period of absence due to illness for employees with 12 months' service. (Previously, 1 1/4 days per full calendar month of service, cumulative for employees up to Level 6. For Level 7 and above, 130 working days are granted upon employment with no service requirement.

Health and Welfare: Life Insurance, Total Disability Insurance, OHIP and Supplementary Medical Plan - Employer contributes to premium costs on a pro-rata basis for employees who work 24 1/2 but less than 35 hours per week (new).

University of Guelph - Staff Association (Ind.) (office, clerical, laboratory and technical employees): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 819 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	General Increase	4%	Wage and benefit reopener

July 1/85

Additional Adjustment	0.5% for employees who have not reached the top of their job level
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Weekly Rates

Receptionist/ Typist	\$223.37-\$271.44 (\$214.78-\$261.00)
Draftsperson	\$306.68-\$419.55 (\$294.88-\$403.41)
Technical Staff (Level 6)	\$503.03-\$676.29 (\$483.68-\$650.28)

Probationary period is 6 months of continuous service. Maximum rates are reached on merit after one 6-month and two annual increases.

Health and Welfare:

Dental Plan - Effective October 1, 1984, coverage is based on the 1982 (1975) Ontario Dental Association fee schedule.

York University Board of Governors at Toronto - Faculty Association (Ind.) (full-time professors, lecturers and librarians): A 12-month renewal agreement effective from May 1, 1984 to April 30, 1985, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

Wages:

Effective	<u>May 1/84</u>
Increase	5% on salary floors; 3% on actual salaries

Annual Salary Floors

Lecturer	\$20,960 (\$19,960)
Assistant Professor	\$25,620 (\$24,400)
Professor	\$41,330 (\$39,360)
Assistant Librarian	\$21,790 (\$20,750)
Senior Librarian	\$35,120 (\$33,450)

Merit Fund (new): Merit pool equal to 1% of total 1983-84 base salaries. Effective January 1, 1985, applicable merit increases to be incorporated into base salaries of employees who receive them.

Annual Career Progress Increment: Effective July 1, 1984, \$1,108 (\$1,055).

Overload	Course Directors	\$5,865 (\$5,320)
Teaching	College Tutorials	\$2,330 (\$2,115)
Pay:	Centre for Continuing Education Instructors	Payments increased by 5%.

Sabbatical Leave: 6 months at 100% of academic base salary for employee with 3-6 years of active service remaining, to be taken during the last year prior to normal retirement (new).

Sabbaticals within 5 years of retirement - Employer contributions for pension and all salary-related benefits based on full academic base salary (previously, based on reduced sabbatical salary).

Health and Welfare: Extended Health Care - Private room coverage is added, 100% employer paid.

Dental Plan - Effective October 1, 1984, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective January 1, 1985, the 1985 O.D.A. fee schedule. Major restorative coverage increased to a maximum of \$1,400 (\$1,110) per year.

Employer agrees to contribute \$12,000 towards costs of Extended Health Care and Dental Plan premiums for retired employees (new).

Pension Plan: Minimum Guarantee Benefit - Benefit is 1.3% (1.125%) of average earnings below the Year's Maximum Pensionable Earnings (YMPE) plus 1.8% (1.5%) above the average of the YMPE for those years multiplied by the number of years of credited service at normal retirement date. (Previously, maximum 2% per year inflation protection.)

Increases will be based on the four-year moving average of the fund rate of return less 6%. No reductions if the four-year moving average of the fund rate of return falls below 6%.

Early Retirement - Employee at age 60 with 15 years of service will receive retiring allowance of 13% of academic base salary times number of years to age 65, indexed at 5% per year (new). Early retirement option at age 55 with actuarially reduced pension continues.

Reduced load option with full benefits within 3 years of normal retirement (new).

Professional Expense Allowance (new): Maximum reimbursement of \$350 per year per employee.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Research Company (Chalk River Nuclear Laboratories)
at Chalk River - Local 1568, Canadian Labour Congress (CLC): A 12-month agreement in accordance with the Public Sector Compensation Restraint Act, 1982, effective from October 1, 1984 to September 30, 1985, covering 541 employees. The previous agreement was extended to September 30, 1984 under the PSCRA, 1982.

Wages:	Effective	<u>Oct. 1/84</u>
	General Increase (PSCRA)	5%
	<u>Annual Rates</u>	
	Range T2 (includes Design Detailer 2)	\$15,100-\$21,895 (\$14,380-\$20,855)
	Range T7 (includes Research/Development Technologist 7)	\$38,960-\$43,435 (\$37,105-\$41,365)

Previous rates were adjusted downward in the 1983-1984 year of the extended agreement in accordance with the PSCRA, 1982.

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(scientific and professional services category): A 12-month agreement effective from January 1, 1984 to December 31, 1984, covering 4,233 employees, settled at arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	4.6%
	<u>Weekly Rates</u>	
	Nurse 2 (General) (40 hours per week)	\$479.28-\$547.41 (\$458.20-\$523.34)
	Community Planner 4 (36 1/4 hours per week)	\$647.40-\$775.38 (\$618.93-\$741.28)
	Research Scientist 5, Natural Resources (36 1/4 hours per week)	\$795.56-\$1,004.44 (\$760.57-\$960.27)

Probationary period is one year. Maximum rates are reached on merit after four annual increases.

LOCAL ADMINISTRATION

Etobicoke City Corporation - Local 185, Canadian Union of Public Employees (CLC)
(outside employees): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 716 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	14¢ per hour plus 5%
	Wage Group 1 (includes Labourer)	\$10.75 (\$10.10)
	Wage Group 6 (includes Heavy Equipment Operator)	\$11.82 (\$11.12)
	Wage Group 10 (includes Auto Mechanic)	\$13.43 (\$12.65)
Shift Premium:	0-39¢-39¢ (0-37¢-37¢) on weekdays and 39¢-78¢-78¢ (37¢-74¢-74¢) on Saturdays and Sundays.	
Health and Welfare:	Dental Plan - Effective October 1, 1984, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.	
Safety Shoe Allowance:	Employer supplies insulated or non-insulated safety shoes as required. (Previously, only non-insulated.)	

Hamilton City Corporation - Local 167, Canadian Union of Public Employees (CLC)
(inside employees): A 12-month renewal agreement effective from February 1, 1984 to January 31, 1985, covering 403 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 1/84</u>
	General Increase	5%
	<u>Weekly Rates</u>	
	Clerk Typist III	\$273.15-\$293.63 (\$260.14-\$279.65)
	Draftsman I	\$441.72-\$529.00 (\$420.69-\$503.81)
	Systems Analyst	\$704.67-\$839.37 (\$671.11-\$799.40)

Probationary period is 60 working days. Annual increases are granted on merit. Maximum rate for Clerk Typist III may be reached after 2 annual increases and for Draftsman I and Systems Analyst, after 4 annual increases.

Travel Allowance: 19¢ per kilometre (28¢ per mile).

Hamilton City Corporation - Local 5, Canadian Union of Public Employees (CLC)
(outside employees): A 12-month renewal agreement effective from January 16, 1984 to January 15, 1985, covering 501 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 16/84
	General Increase	5%
	Labourer	\$10.270 (\$9.781)
	Truck Driver	\$10.386 (\$9.891)
	Motor Mechanic	\$11.995 (\$11.424)

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Travel Allowance: 19¢ per kilometre (28¢ per mile).

Hamilton-Wentworth Regional Municipality at Hamilton - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from February 1, 1984 to January 31, 1985, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/84
	General Increase	5%
	<u>Weekly Rates</u>	
	Clerk Typist III	\$273.20-\$293.69 (\$260.19-\$279.70)
	Draftsman I	\$441.72-\$529.00 (\$420.69-\$503.81)
	Systems Analyst	\$704.67-\$839.37 (\$671.11-\$799.40)

Probationary period is 60 working days. Maximum rates are reached based on merit. Maximum rate for Clerk Typist III may be reached after 2 annual increases and for Draftsman I and Systems Analyst, after 4 annual increases.

Travel Allowance: 19¢ per kilometre (28¢ per mile).

Ottawa City Corporation - Ontario Professional Fire Fighters Assn. (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 545 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Fire Fighter	\$26,126.26
	3rd Class	(\$24,882.15)
	Fire Fighter	\$33,190.79
	1st Class	(\$31,610.28)
	Platoon Chief	\$46,467.06
		(\$44,254.34)

York Regional Board of Commissioners of Police at Newmarket - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 335 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	Constable	\$21,983
	4th Class	(\$20,936)
	Constable	\$32,790
	1st Class	(\$31,229)
	Detective Sergeant	\$39,674
		(\$37,785)

Health and Welfare: Life Insurance - Benefit is twice annual salary. (Previously, one and one-half times annual salary).

CONSTRUCTION

Oshawa Area Signatory Contractors at Oshawa - Local 597, Labourers (AFL-CIO) and Local 230, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	General Increase		\$1.00
	Labourer	\$15.60	\$16.60
		(\$15.60)	
	Float Driver	\$16.09	\$17.09
		(\$16.09)	

Note: Package rates shown above include wages, vacation pay, and employer contributions to welfare and pension funds.

The Electrical Power Systems Construction Association, province-wide - Electrical Power Systems Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (Generation Projects Construction): A 19-month renewal agreement effective from September 24, 1984 to April 30, 1986, covering 994 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 1/2 months.

Previous agreement expired April 30, 1984.

Package:	Effective	Sept. 24/84	May 1/85
	Increases*	25¢	75¢
	<u>Journeyman</u>		
	<u>Local 402, Thunder Bay</u>	\$21.31 (\$21.06)	\$22.06
	<u>Local 353, Toronto</u>	\$22.44 (\$22.19)	\$23.19
	<u>Local 105, Hamilton</u>	\$22.76 (\$22.51)	\$23.51

Package rates shown include wages, vacation pay and employer contributions to welfare, pension and supplementary unemployment benefit funds.

* Package rates for Ontario Hydro employees covered by this agreement were adjusted to include increases of up to 5% originally scheduled for May 1, 1983, but not paid to comply with the Inflation Restraint Act, 1982. Effective May 1, 1985, additional adjustments where the stipulated increase is not sufficient to create parity with the Industrial, Commercial and Institutional Construction Sector.

Call-in Pay: Minimum 2 hours at premium pay (unchanged) except if employee's normal hours commence within this 2-hour period, normal rate is resumed (new).

Subsistence Allowance: Pickering and Darlington Projects - Effective May 1, 1985, \$28 (\$33) per day worked or reported, for employee living more than 97 radius kilometres from project. Effective November 1, 1985, \$24. Effective April 30, 1986, \$20. Employee hired after September 24, 1984, \$20.

All other Projects except Atikokan - \$32 (\$33) per day worked or reported.

Travel Allowance: \$8 (\$9) per day for employee living within 20-40 (16-40) radius kilometres from project and \$20 (\$17) per day for greater than 97 radius kilometres.

\$5 (\$8) per day for employee currently travelling within 16-40 radius kilometres from project. Effective May 1, 1985, \$2.50. Effective April 30, 1986, no allowance will be paid. Employee hired after September 24, 1984, will not be entitled to an allowance within the 20 kilometre free zone.

The Electrical Power Systems Construction Association, province-wide - Local 1788, Electrical Workers (IBEW) (AFL-CIO/CFL) (Transmission System Construction): A 19-month renewal agreement effective from September 21, 1984 to April 30, 1986, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Previous agreement expired April 30, 1984.

Package:	Effective	Sept. 21/84	May 1/85
	Increases*	25¢	75¢
	<u>Journeyman</u>		
	<u>Local 339, Thunder Bay</u>	\$21.31 (\$21.06)	\$22.06
	<u>Local 353, Toronto</u>	\$22.44 (\$22.19)	\$23.19
	<u>Local 105, Hamilton</u>	\$22.76 (\$22.51)	\$23.51

Package rates shown include wages, vacation pay and employer contributions to welfare, pension and supplementary unemployment benefit funds.

* Package rates for Ontario Hydro employees covered by this agreement were adjusted to include increases of up to 5% originally scheduled for May 1, 1983, but not paid to comply with the Inflation Restraint Act, 1982. Effective May 1, 1985, additional adjustments where the stipulated increase is not sufficient to create parity with the Industrial, Commercial and Institutional Construction Sector.

Call-in Pay: Minimum 2 hours at premium pay (unchanged) except if employee's normal hours commence within this 2-hour period, normal rate is resumed (new).

Travel Allowance: \$8 (\$9) per day for employee living within 20-40 (16-40) radius kilometres of project and \$20 (\$17) per day for greater than 97 radius kilometres, if not qualified for subsistence allowance.

ERRATUM

In the Electrical Power Systems Construction Association (EPSCA) settlement reports listed below, the note referring to package rate adjustments to include increases previously scheduled but not paid to comply with the Inflation Restraint Act, 1982, applies only to employees of Ontario Hydro.

1. EPSCA and Allied Trades Council of Ontario (Reported in May 1984, page 190.)
2. EPSCA and Boilermakers (Reported in July 1984, page 315.)
3. EPSCA and Plumbers (Reported in July 1984, page 316.)
4. EPSCA and Structural Iron Workers (Reported in August 1984, page 378).

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Gas. Abel Photo Service Ltd., Toronto	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	202	B
Itibi-Price Inc. (Iroquois Falls Woods Div.)	Carpenters (AFL-CIO)	359	B
Itibi-Price Inc. (Lakehead Woodlands Div.), Thunder Bay	Carpenters (AFL-CIO)	235	B
Curcast Die Casting Ltd., Wallaceburg	Molders (AFL-CIO/CLC)	214	B
Goods, Div. of Alcan Canada Products Inc., Toronto	United Steelworkers (AFL-CIO/CLC)	328	CO
ata Industries Ltd. (Footwear Div.), Batawa and Trenton	Food and Commercial Workers (AFL-CIO/CLC)	650	B
aycrest Centre and/or The Jewish Home for the Aged, Toronto	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time clerical empls.)	625	B
aycrest Centre and/or The Jewish Home for the Aged, Toronto	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	450	ARB
Boilermakers Contractors' Assn. of Ontario, province-wide	Boilermakers (AFL-CIO/CFL)	1,549	B
oise Cascade Canada Ltd., Fort Frances and Kenora	Cdn. Paperworkers (CLC)	239	B
oise Cascade Canada Ltd., Fort Frances and Kenora	Machinists (AFL-CIO/CLC)	319	B
oise Cascade Canada Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC)	770	B
rant County Board of Education, Brantford	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	535	B
rant County Board of Education, Brantford	Ont. Secondary School Teachers' Fed. (Ind.)	385	B
Bruce County Board of Education, Chelsey	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	345	B

* See page 454 for definition of codes

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Sta.
Bruce County Board of Education, Chelsey	Ont. Secondary School Teachers' Fed. (Ind.)	212	
Can Car Rail Inc. (formerly, Hawker Siddeley Canada, Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	450	C
Canada Safeway Ltd., Thunder Bay	Food and Commercial Workers (AFL-CIO/CLC)	450	C
Canadian Automatic Sprinkler Assn., province-wide	Plumbers (AFL-CIO/CFL)	450	M
Canadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	213	B
Carleton Roman Catholic Separate School Board, Nepean	Assn. des Enseignants Franco-Ontariens (Ind.)	300	B
Carleton Roman Catholic Separate School Board, Nepean	Employees Assn. (Ind.)	290	B
Carleton Roman Catholic Separate School Board, Nepean	Ont. English Catholic Teachers' Assn. (Ind.)	700	B
Carleton University, Ottawa	CUPE (CLC) (part-time teachers)	650	CO
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	395	B
DeHavilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (production and office empls.)	2,100	PC
Dominion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	500	ME
Dominion Stores Ltd., Sault Ste. Marie and other northern Ontario centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	681	B
Dominion Stores Ltd., Sudbury	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	230	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (warehouse empls., truck drivers and helpers)	759	B
Dominion Stores Ltd., Toronto and other southwestern Ontario centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	8,000	CO

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Dominion Textile Inc. (Caldwell Consumer Products), Iroquois	United Textile Workers (AFL-CIO/CLC)	300	B
Dominion Textile Inc. (Long Sault Fabrics Plant), Long Sault	United Textile Workers (AFL-CIO/CLC)	315	B
Dominion Textile Inc. (Long Sault Yarns Plant), Long Sault	United Textile Workers (AFL-CIO/CLC)	224	B
Domtar Inc., Packaging Group, Containerboard Div., Red Rock	Cdn. Paperworkers (CLC)	475	MED
Dufferin County Board of Education, Orangeville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	250	B
Dufferin-Peel Roman Catholic Separate School Board, Mississauga	CUPE (CLC)	300	B
Dufferin-Peel Roman Catholic Separate School Board, Mississauga	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,000	B
Durham Board of Education, Oshawa	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,851	B
Durham Board of Education, Oshawa	Ont. Secondary School Teachers' Fed. (Ind.)	1,122	B
Durham Region Roman Catholic Separate School Board, Oshawa	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	610	B
Durham Regional Municipality, Whitby	CUPE (CLC) (inside empls.)	300	B
East York Borough, Etobicoke, North York, Scarborough, Toronto and York Cities, and Metropolitan Toronto Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	9,074	B
East York Borough and Etobicoke, North York, Scarborough, Toronto and York Cities Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,301	B

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Eaton's, Scarborough Town Centre	Retail Wholesale Empls. (AFL-CIO/CLC)	415	B
Edwards, A Unit of General Signal Ltd., Owen Sound	United Steelworkers (AFL-CIO/CLC)	220	CO
Elgin County Board of Education, St. Thomas	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	425	B
Essex County Board of Education, Essex	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	470	B
Etobicoke City Corp.	Fire Fighters (AFL-CIO/CLC)	402	B
Extendicare Ltd. and other companies operating a total of 30 nursing homes in Ontario	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	2,530	ARB
Fleet Industries, Div. of Fleet Aerospace Corp. Ltd., Fort Erie	Machinists (AFL-CIO/CLC)	490	CO
Ford Motor Company of Canada Ltd., intercity	Auto Workers (CLC) (hourly-rated and salaried empls.)	13,800	B
Fraser Inc., Thorold	Cdn. Paperworkers (CLC)	500	B
Frontenac-Lennox and Addington Roman Catholic Separate School Board, Kingston	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	243	MED
Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC) (circulation, editorial and maintenance empls.)	425	B
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	266	B
Great Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC)	900	B
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,870	B
Great Lakes Forest Products Ltd., Woodlands Operations, Dryden	Carpenters (AFL-CIO)	279	B
Great Lakes Forest Products Ltd., Woodlands Operations, Thunder Bay	Carpenters (AFL-CIO) (woods empls.)	1,200	B
Grey County Board of Education, Markdale	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	449	B

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Grey County Board of Education, Markdale	Ont. Secondary School Teachers' Fed. (Ind.)	311	F
Giffith Mine (Pickands, Mather and Co., Managing Agent), Bruce Lake	United Steelworkers (AFL-CIO/CLC)	230	CO
Halton Board of Education, Burlington	Ont. Secondary School Teachers' Fed. (Ind.)	1,151	F
Halton County Roman Catholic Separate School Board, Burlington	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Halton Regional Municipality (Halton Centennial Manor), Milton	Cdn. Operating Engineers (CCU)	202	B
Halton Regional Police, Oakville	Police Assn. (Ind.)	270	B
Hamilton City Board of Education	CUPE (CLC)	530	CO
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	MED
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	F
Hamilton-Wentworth Regional Municipality (Macassa Lodge), Hamilton	CUPE (CLC)	200	B
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,200	B
Harvey Woods Ltd. (Underwear and Hosiery Div.), Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	431	B
Hastings County Board of Education, Belleville	Ont. Secondary School Teachers' Fed. (Ind.)	550	B
Hawker Siddeley Canada Inc., Orenda Div., Malton	Machinists (AFL-CIO/CLC)	413	B
Heintzman Ltd. (Chair Div.), Toronto	Upholsterers (AFL-CIO/CLC)	293	CO
Huron County Board of Education, Clinton	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	356	B

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'r Stage
Huron County Board of Education, Clinton	Ont. Secondary School Teachers' Fed. (Ind.)	254	B
Imperial Tobacco, (Div. of Imasco Ltd.), Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC)	740	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,038	CO
Kent County Board of Education, Chatham	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	557	B
Kent County Board of Education, Chatham	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	436	MED
Kerr Addison Mines Ltd., Virginiatown	Employees Assn. (Ind.)	345	MED
Kimberly-Clark of Canada, Terrace Bay	United Paperworkers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL)	740	B
Kodak Canada Inc., Toronto and Brampton	Employees Assn. (Ind.)	875	B
Lakehead Board of Education, Thunder Bay	CUPE (CLC)	240	PCB
Lakehead Board of Education, Thunder Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Lakehead Board of Education, Thunder Bay	Ont. Secondary School Teachers' Fed. (Ind.)	600	B
Lakehead District Roman Catholic Separate School Board, Thunder Bay	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	380	B
Lakehead University, Thunder Bay	Faculty Assn. (Ind.)	260	B
Lambton County Board of Education, Sarnia	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Lambton County Board of Education, Sarnia	Ont. Secondary School Teachers' Fed. (Ind.)	450	B
Lambton County Roman Catholic Separate School Board, Sarnia	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	339	PMB

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
anark County Board of Education, Perth	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	308	B
anark County Board of Education, Perth	Ont. Secondary School Teachers' Fed. (Ind.)	210	PFB
Laurentian University, Sudbury	Faculty Assn. (Ind.)	251	B
Leeds and Grenville County Board of Education, Brockville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	480	B
Leeds and Grenville County Board of Education, Brockville	Ont. Secondary School Teachers' Fed. (Ind.)	355	B
Lennox and Addington County Board of Education, Napanee	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	276	B
Lincoln County Board of Education, St. Catharines	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	760	B
Lincoln County Board of Education, St. Catharines	Ont. Secondary School Teachers' Fed. (Ind.)	685	B
Liquor Control Board and Liquor Licence Board of Ontario, province-wide	Ont. Liquor Board Empls. (NUPGE) (CLC)	3,000	M
London City Board of Education	CUPE (CLC)	335	B
London Transit Commission	Transit Union (AFL-CIO/CLC)	380	C0
MacMillan Bloedel Ltd., Sturgeon Falls	Cdn. Paperworkers (CLC)	322	B
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	451	B
Metro Toronto Association for the Mentally Retarded, Toronto	CUPE (CLC)	344	B
Metro Toronto Demolition Contractors Inc., Toronto	Labourers (AFL-CIO)	250	C0
Metropolitan Toronto Hotel Association, Toronto	Hotel Employees (AFL-CIO/CLC) (beverage room empls.)	250	C0
Metropolitan Toronto Library Board	CUPE (CLC)	249	C0

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	850	M
Metropolitan Toronto Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	5,500	MED
Metropolitan Toronto Municipality (Homes for the Aged), Toronto	CUPE (CLC) (part-time empls.)	816	ARB
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	363	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	348	B
Mississauga City Corp. (Transit Div.)	Transit Union (AFL-CIO/CLC)	330	CO
Muskoka Board of Education, Bracebridge	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	270	B
Niagara Regional Board of Commissioners of Police, Thorold	Police Assn. (Ind.)	574	B
Niagara South Board of Education, Welland	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	834	B
Niagara South Board of Education, Welland	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	793	B
Nipissing Board of Education, North Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	270	B
Nipissing District Roman Catholic Separate School Board, North Bay	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	421	B
Norfolk County Board of Education, Simcoe	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	261	B
Norfolk County Board of Education, Simcoe	Ont. Secondary School Teachers' Fed. (Ind.)	227	B

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Orfolk Hospital Assn., Simcoe	Service Employees Intl. (AFL-CIO/CLC) (service empls.)	264	ARB
North Shore District Roman Catholic Separate School Board, Elliot Lake	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	206	B
North York Public Library Board	CUPE (CLC) (service and maintenance empls.)	400	B
Northern Wood Preservers Ltd., Div. of 502084 Ontario Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	270	B
Northumberland and Newcastle Board of Education, Cobourg	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	623	B
Northumberland and Newcastle Board of Education, Cobourg	Ont. Secondary School Teachers' Fed. (Ind.)	445	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	5,685	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services)	9,728	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (general operational services)	4,138	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care services)	5,796	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services)	6,123	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services)	6,139	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services)	5,288	ARB
Ontario Government, province-wide	OPSEU (NUPGE) (CLC)***	50,343	ARB
Ontario Hospital Assn., Toronto	Blue Cross Employees' Assn. (Ind.)	385	B
Ontario Housing Corp. and Metro Toronto Housing Authority, Toronto	CUPE (CLC) (maintenance empls.)	670	B
Oshawa City Corp.	CUPE (CLC) (inside empls.)	220	B

*** Working conditions and benefits agreement covering all Ontario Government units.

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'r Stage
Ottawa Board of Education	CUPE (CLC) (full-time office, clerical and technical empls.)	432	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ottawa City Corp.	CUPE (CLC) (part-time empls.)	600	B
Ottawa City Corp. and Ottawa-Carleton Regional Municipality	CUPE (CLC) (inside and outside empls.)	3,330	B
Ottawa Civic Hospital	CUPE (CLC) (paramedical empls.)	240	B
Ottawa Civic Hospital and 71 other hospitals, province-wide	CUPE (CLC) (service empls.)	18,420	CO
Oxford County Board of Education, Woodstock	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	502	B
Oxford County Board of Education, Woodstock	Ont. Secondary School Teachers' Fed. (Ind.)	350	B
Paperboard Industries Corp., Trent Valley Paperboard Mills Div., Trenton (formerly Miller Brothers Company (1962) Ltd.)	Cdn. Paperworkers (CLC)	241	B
Parkwood Hospital and McCormick Home for the Aged, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full-time and part-time service empls.)	510	ARB
Peel Board of Education, Mississauga	CUPE (CLC) (office and clerical empls.)	500	B
Peel Board of Education, Mississauga	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	2,500	B
Peel Board of Education, Mississauga	Ont. Secondary School Teachers' Fed. (Ind.)	2,105	F
Peel Regional Board of Commissioners of Police, Brampton	Police Assn. (Ind.)	740	B

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
North County Board of Education, Stratford	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	375	B
North County Board of Education, Stratford	Ont. Secondary School Teachers' Fed. (Ind.)	301	F
Peterborough County Board of Education, Peterborough	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	559	B
Peterborough County Board of Education, Peterborough	Ont. Secondary School Teachers' Fed. (Ind.)	422	B
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board, Peterborough	Ont. English Catholic Teachers' Assn. (Ind.)	300	B
Phillips Cables Ltd., Brockville	Communications and Electronics (CLC)	330	PCB
Queen's University, Kingston	CLC Directly Chartered	325	B
Renfrew County Roman Catholic Separate School Board, Pembroke	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	320	F
Ross Memorial Hospital, Lindsay	CUPE (CLC) (full-time and part-time service empls.)	291	B
Ryerson Polytechnical Institute, Toronto	Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	230	B
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.)	576	B
Ryerson Polytechnical Institute, Toronto	OPSEU (NUPGE) (CLC) (office, clerical, technical and food service empls.)	522	CO
St. Joseph's Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (full-time service empls.)	341	ARB
St. Joseph Religious Hospitaliers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC) (full-time and part-time service empls.)	370	B
St. Thomas-Elgin General Hospital, St. Thomas	Service Employees Intl. (AFL-CIO/CLC)	470	ARB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL) (service empls.)	475	ARB

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	410	B
Sault Ste. Marie City Corp. (Works Dept.)	CUPE (CLC) (service and maintenance empls.)	220	MET
Sault Ste. Marie District Roman Catholic Separate School Board, Sault Ste. Marie	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	400	B
Scarborough General Hospital	OPSEU (NUPGE) (CLC) (clerical empls.)	240	CO
Simcoe County Board of Education, Barrie	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	PFE
Simcoe County Board of Education, Barrie	Ont. Secondary School Teachers' Fed. (Ind.)	950	F
Simcoe County Board of Education, Barrie	OPSEU (NUPGE) (CLC)	264	B
Simcoe County Roman Catholic Separate School Board, Barrie	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	404	B
Spruce Falls Power and Paper Company, Kapuskasing	Carpenters (AFL-CIO) (wood empls.)	450	B
Spruce Falls Power and Paper Company Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL)	1,216	CO
Standard Tube Canada Inc., Blenheim	Auto Workers (CLC)	250	CO
Star Slipper Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	288	B
Steinberg Inc. (Miracle Food Mart Div.) (Distribution Centre), Rexdale	Teamsters (Ind.) (full-time and part-time empls.)	309	B
Steinberg Inc. (Miracle Food Mart Div.) (Meat Processing plant), Rexdale	Food and Commercial Workers (AFL-CIO/CLC)	225	CO
Stelco Inc. (Page-Hersey Works and Welland Tube Works), Welland	Electrical Workers (UE) (CLC)	1,087	B

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Stormont, Dundas and Glengarry County Board of Education, Cornwall	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	455	F
Stormont, Dundas and Glengarry Roman Catholic Separate School Board of Education, Cornwall	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	250	B
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	550	MED
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	700	MED
Sudbury District Roman Catholic Separate School Board, Sudbury	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,111	F
Sudbury Regional Board of Commissioners of Police, Sudbury	Police Assn. (Ind.)	202	B
Sunnybrook Food Market (Keele) Ltd., province-wide	National Council of Cdn. Labour (Ind.)	200	B
Sunnybrook Medical Centre, North York and other hospitals, Toronto and other centres	Service Employees Int'l. (AFL-CIO/CLC) (service empls.)	10,000	ARB
Susan Shoe Industries Ltd., Hamilton	Food and Commercial Workers (AFL-CIO/CLC)	460	B
Thrush Inc., Toronto	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	240	B
Thunder Bay City Corp. (Homes for the Aged)	Service Employees Intl. (AFL-CIO/CLC)	400	CO
Thunder Bay Construction Assn. (General Contractors' Div.), Thunder Bay	Carpenters (AFL-CIO) (cement finishers)	400	CO
Timmins Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	218	F
Toronto Area Transit Operating Authority	Transit Union (AFL-CIO/CLC) (service and maintenance empls.)	330	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,264	B

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'l Stage
Toronto General Hospital	OPSEU (NUPGE) (CLC) (paramedical empls.)	217	CO
Toronto General Hospital and 142 other hospitals, province-wide	Ont. Nurses Assn. (Ind.) (full-time and part-time nurses)	29,600	CO
Toronto Public Library Board	CUPE (CLC) (full-time and part-time librarians and clerical empls.)	741	B
Travelways School Transit Ltd., Mississauga Div.	Railway, Transport and General Workers (CLC)	250	B
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full-time and part-time service empls.)	450	CO
University of Ottawa	Faculty Assn. (Ind.)	950	B
University of Toronto	Cdn. Educational Workers (Ind.) (graduate assistants)	1,800	B
University of Toronto	CUPE (CLC) (non-professional full-time library empls.)	411	B
University of Toronto	CUPE (CLC) (part-time library empls.)	350	B
University of Toronto	Service Employees Intl. (AFL-CIO/CLC) (non-teaching empls.)	620	CO
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	278	B
Victoria County Board of Education, Lindsay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	347	B
Victoria Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (RNA's and full-time and part-time service empls.)	900	ARB
Victoria Hospital, London and other Ontario Hospitals	OPSEU (NUPGE) (CLC) (paramedical empls.)	3,000	ARB
Waterloo County Board of Education, Kitchener	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,775	B
Waterloo County Board of Education, Kitchener	Ont. Secondary School Teachers' Fed. (Ind.)	1,200	B
Waterloo County Roman Catholic Separate School Board, Kitchener	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	836	B

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Waterloo Regional Board of Commissioners of Police, Waterloo	Police Assn. (Ind.)	436	B
Woodward of Canada Ltd., Longlac Plywood Div., Longlac	Carpenters (AFL-CIO)	240	B
Wellington County Board of Education, Guelph	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	B
Wellington County Board of Education, Guelph	Ont. Secondary School Teachers' Fed. (Ind.)	537	B
Wellington County Roman Catholic Separate School Board, Guelph	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	300	B
Wellington County Board of Education, Ancaster	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	540	F
Wellington County Board of Education, Ancaster	Ont. Secondary School Teachers' Fed (Ind.)	404	B
Windsor City Police	Police Assn. (Ind.) (Unit A)	346	B
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	825	B
Windsor Western Hospital (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitaliers of Hotel Dieu, Salvation Army Grace Hospital and Metropolitan General Hospital, Windsor	Service Employees Intl. (AFL-CIO/CLC) (service empls.)	982	ARB
Workers' Compensation Board, Toronto	CUPE (CLC)	1,600	B
York Finch Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	370	PCB
York Region Roman Catholic Separate School Board, Richmond Hill	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	B
York University, Toronto	Cdn. Educational Workers (Ind.) (part-time teaching assistants)	750	C0
York University, Toronto	Cdn. Educational Workers (Ind.) (full-time teaching assistants)	800	C0

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
York University, Toronto	CUPE (CLC)	251	B
York University, Toronto	Staff Assn. (CCU) (clerical, secretarial and technical empls.)	915	CO
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Flight Attendants (CLC) (passenger service dept.)	2,845	B
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,704	B
Air Canada, system-wide**	Cdn. Air Line Employees (CLC) (sales dept.)	3,000	B
Bell Canada, Ont., Que. and N.W.T.**	Communications and Electronics (CLC) (craft, traffic operators and dining service empls.)	22,900	B
Canada Post Corp., system-wide**	Postal Officials (Ind.) (postal supervisors)	4,330	B
Canada Post Corp., system-wide**	Postal Workers (CLC) (postal operations, non-supervisory)	23,500	CO
Canada Post Corp., system-wide**	Letter Carriers (CLC) (letter carriers and mail service couriers)	21,000	B
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Marine Officers (AFL-CIO/CLC)	450	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Merchant Service Guild (CLC)	400	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence River**	Seafarers (AFL-CIO/CLC)	2,280	CO
Canadian Pacific Air Lines Ltd., system-wide**	Air Line Flight Attendants (CLC)	1,144	B
Canadian Pacific Air Lines Ltd., system-wide**	Machinists (AFL-CIO/CLC) (maintenance, and service empls.)	1,950	B
Canadian Parcel Delivery (Div. of Canadian Pacific Express), system-wide**	Railway Clerks (AFL-CIO/CLC) (parcel delivery service empls.)	1,000	B

** Federal jurisdiction

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
/CP Telecommunications, system-wide**	Communications and Allied Workers (Ind.)	2,243	MED/WS
General Motors of Canada Ltd., Ont. and Que.	Auto Workers (CLC) (plant empls.)	36,800	WS
Northern Telecom Canada Ltd., system-wide**	Communications and Electronics (CLC) (shop, warehouse and installation empls.)	670	B
Leinberg Inc., various locations in Ontario and Quebec	Food and Commercial Workers (AFL-CIO/CLC)	1,600	B
Treasury Board of Canada**	Council of Graphic Arts (Ind.) (printing operations, non-supervisory)	1,053	B
Treasury Board of Canada**	Cdn. Professional and Technical Employees (Ind.) (radio operations)	1,212	B
Treasury Board of Canada**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,120	B
Treasury Board of Canada**	Public Service Alliance (CLC) (drafting and illustration group)	1,795	B
Treasury Board of Canada**	Public Service Alliance (CLC) (education group)	2,585	B
Treasury Board of Canada**	Public Service Alliance (CLC) (fire fighters, supervisory and non-supervisory)	1,419	B
Treasury Board of Canada**	Public Service Alliance (CLC) (heating, power and stationary plant operation groups; supervisory and non-supervisory empls.)	2,267	B
Treasury Board of Canada**	Public Service Alliance (CLC) (library science group)	441	B
Treasury Board of Canada**	Public Service Alliance (CLC) (primary products inspection group)	2,750	B
Treasury Board of Canada**	Public Service Alliance (CLC) (ships' crews, supervisory and non-supervisory)	2,145	B
LS International Inc. (formerly Upper Lakes Shipping Ltd.), Great Lakes and St. Lawrence River**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	CO

* Federal jurisdiction

Negotiations in Progress during September 1984 Covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
RL	- Restraint Legislation
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in October 1984

Employer and Location	Union	No. of Empls.
Curcast Diecasting Ltd., Wallaceburg	Molders (AFL-CIO/CLC)	214
Ca Industries (Footwear Div.), Batawa and Trenton	Food and Commercial Workers (AFL-CIO/CLC)	650
own Shoe Co. of Canada, Perth	United Textile Workers (AFL-CIO/CLC)	213
enbridge Towel Corp. and Elco Kitchen Products, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	286
Canada Post, province-wide**	Postmasters and Assistants Assn. (Ind.) (revenue postal operations)	3,275
Canadian Parcel Delivery, Div. of Canadian Pacific Express, province-wide**	Railway Clerks (AFL-CIO/CLC) (parcel delivery service empls.)	1,000
Canadian Pacific Air Lines, province-wide**	Railway Clerks (AFL-CIO/CLC) (agents and customer service)	365
al Specialties (Canada) Ltd., Collingwood	Auto Workers (CLC)	500
International Harvester Company of Canada Ltd., Chatham	Auto Workers (CLC)	1,038
ple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	350
tional Steel Car Corp., Hamilton	United Steelworkers (AFL-CIO/CLC)	1,400
orthern Telecom Canada, Toronto	Communications and Electronics (CLC) (shop and warehouse empls.)	358
orthern Telecom Canada, province-wide**	Communications and Electronics (CLC) (installation empls.)	430
hawa City Corp.	CUPE (CLC) (inside empls.)	220
tawa Taxi Owners and Brokers Assn., Ottawa	Cdn. Operating Engineers (CCU)	300
eller Globe Co., Kingsville	Auto Workers (CLC)	375
Standard Tube Canada Inc., Blenheim	Auto Workers (CLC)	250
car Slipper Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	288

*Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in October 1984

Employer and Location	Union	No. of Empls.
Steel Company of Canada, (Page-Hersey Works), Welland	Electrical Workers (UE) (CLC)	829
Steel Company of Canada, (Welland Tube Works), Welland	Electrical Workers (UE) (CLC)	258
Treasury Board of Canada, province-wide**	Public Service Alliance (CLC) (primary products inspection group)	750
Treasury Board of Canada, province-wide**	Public Service Alliance (CLC) (ships' crews, supervisory and non-supervisory)	250

**Federal jurisdiction

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO

OCTOBER 1984

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	457
October 1984 Settlements	
Tobacco Products	461
Rubber and Plastic Products	461
Leather	463
Wood	463
Furniture and Fixture	464
Paper and Allied	464
Printing, Publishing and Allied	468
Primary Metal	469
Machinery	471
Transportation Equipment	472
Electrical Products	476
Non-Metallic Mineral Products	480
Petroleum and Coal Products	481
Transportation	481
Communication	485
Wholesale Trade	487
Retail Trade	488
Finance, Insurance and Real Estate	489
Education and Related Services	490
Health and Welfare Services	501
Personal Services	502
Provincial Administration	502
Local Administration	503
Addendum	
May 1984 Settlement	505
September 1984 Settlement	505

Highlights

Auto Industry: A 3-year agreement negotiated between General Motors of Canada and the United Auto Workers was accepted on October 29 by 33,000 employees in Ontario and 3,500 in Quebec, ending a 13-day strike. The settlement was described by the union as a "made-in-Canada" agreement more "in keeping with the needs and concerns of GM Canada workers" than the company's offer of the same agreement that was negotiated with the union in the United States in September.

Under the settlement, the Canadian workers received an immediate wage increase averaging 2.25 percent, the same as the U.S. workers gained. However, instead of the lump sum bonuses obtained by the U.S. workers of \$180 in the first year and amounts in the second and third years equal to 2.25 percent of the previous year's straight-time earnings, the Canadian workers received pay increases of 25 cents an hour in the first and second years and 24 cents in the third year. In addition, \$2.39 of the existing \$3.44 cost-of-living allowance was folded into base rates immediately, and 20 cents more will be incorporated in the second and third years.

The cost-of-living provision was continued to provide quarterly adjustments calculated at 1 cent per hour for each 0.26-point change in the Consumer Price Index 1969=100, and effective December 1986 at 1 cent for each 0.1-point change in the 1981=100 Index. Thirteen cents of the adjustments generated from the cost-of-living clause during the term of the agreement will be diverted to offset benefit costs.

A new income security programme was negotiated to guarantee workers with at least 10 years' service who are permanently laid off for any reason 60 percent of pay plus medical and life insurance coverage for one year after their supplementary unemployment benefits entitlement is exhausted. Such workers may choose instead to sever employment with the company and take a cash payment ranging from \$19,000 to \$34,000, depending on seniority. Workers with between 5 and 10 years' service who are permanently laid off because of a total or partial plant closure will receive a cash payment ranging from \$7,000 to \$9,800. The company will contribute \$55 million to fund the programme.

The company's contributions to the supplementary unemployment benefit fund was increased over the term of the agreement from a range of 17 to 29 cents per compensated hours to 21 to 33 cents, depending on the level of the fund; and contribution to the short week benefit fund was increased to 6 cents, from 5 cents. In addition, the company will contribute 50 cents for each hour of overtime worked in excess of 5 percent of all straight-time hours worked, to be calculated on a twelve-month rolling average and credited to a contingency fund to assist the financing of supplementary unemployment benefits.

Basic pensions were increased by \$3.85, raising pension rates to a range of \$22.05-\$22.80 a month for each year of credited service for employees retiring by the end of the agreement; and the monthly benefit for 30(years)-and-out retirement was increased from \$935 to \$1,205 by the third year of the agreement.

The basic pensions of current retirees were also increased by \$1 a month for each year of credited service, and the monthly benefit of 30-and-out retirees by \$30. In addition, each retiree will receive in December of 1985 and December 1986 a special payment of \$6.67 for each year of credited service, to a maximum of \$200.

Other terms of the settlement included:

- . An additional 20 hours of paid absence allowance in each year of the agreement.
- . Increased benefits under the sickness and accident, extended disability, life insurance and dental plans.
- . Expanded protections under the health and safety provisions.
- . Establishment of a pre-paid legal service plan, available to employees with at least 12 months of service.
- . Establishment of an affirmative action programme to increase the number of women in the company's work force.
- . Establishment of a pilot child care programme at the company's Scarborough van plant, funded by the company, to help employees locate and obtain child care services.
- . Establishment of a pilot physical fitness study at the company's Windsor Trim Plant to be conducted by a joint committee.

Index to Settlements Reported, October 1984

Employer and Location	Union	Page
Algoods, Div. of Alcan Canada Products Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	470
Boise Cascade Canada Ltd., Fort Frances and Kenora	Cdn. Paperworkers (CLC), Electrical Workers (IBEW) (AFL-CIO/CFL), Machinists (AFL-CIO/CLC), and Office and Professional Employees (AFL-CIO/CLC)	464
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence	Cdn. Marine Officers Union (AFL-CIO/CLC), Merchant Service Guild (CLC), and Seafarers (AFL-CIO/CLC)	481
Carleton Roman Catholic School Board, Nepean	Assn. des Enseignants Franco-Ontariens (Ind.)	490
Carriere Technical Industries Ltd. and Carr-Tech Distributing Ltd., Scarborough	Electrical Workers (UE) (CLC)	487
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC) (hourly rated empls.)	471
CNCP Telecommunications, system-wide	Communications and Allied Workers (CCU)	485
Computing Devices Company, a div. of Control Data Canada Ltd., Ottawa and Stittsville	Employees Assn. (Ind.)	478
Dominion Stores Ltd. and Thrift Stores, Windsor and Amherstburg	United Steelworkers (AFL-CIO/CLC) (full-time and part-time empls.)	488
Dontar Inc. - Packaging Group, Containerboard Div., Red Rock	Cdn. Paperworkers (CLC)	465
Edwards, a Unit of General Signal Ltd., Owen Sound	United Steelworkers (AFL-CIO/CLC)	479
Fraser Inc., Thorold Div., Thorold	Cdn. Paperworkers (CLC) (mill empls.)	466
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and Boisbriand, Que.	Auto Workers (CLC) (hourly rated empls.)	472
The Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC) (circulation, editorial and maintenance-delivery empls.)	468
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	461

Index to Settlements Reported, October 1984

Employer and Location	Union	Page
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	467
Gulf Canada Products Co., Clarkson Refinery, Mississauga	Energy and Chemical Workers (CLC)	481
Halton Board of Education, Burlington	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	491
Halton Regional Board of Commissioners of Police, Oakville	Police Assn. (Ind.)	503
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	492
Hamilton-Wentworth Regional Municipality, Macassa Lodge, Hamilton	CUPE (CLC)	501
Heintzman Ltd., (Chair Div.), Toronto	Upholsterers (AFL-CIO/CLC)	464
Hotel Association of Metropolitan Toronto	Hotel Employees (AFL-CIO/CLC)	502
Imperial Tobacco, Div. of Imasco Ltd., Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC)	461
Kent County Board of Education, Chatham	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	493
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Operations), Terrace Bay	Electrical Workers (AFL-CIO/CLC) and United Paperworkers (IBEW) (AFL-CIO/CLC)	468
Kitchener City Corp., Transit Div., Dept. of Transportation Services	Railway, Transport and General Workers (CLC)	484
Lakehead Board of Education, Thunder Bay	CUPE (CLC)	493
Lambton County Roman Catholic Separate School Board, Sarnia	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	494
London Transit Commission	Transit Union (AFL-CIO/CLC)	484
Maintenance and Service Contractors Assn., Canada-wide	Plumbers (AFL-CIO/CFL)	505
Metropolitan Separate School Board, Toronto	CUPE (CLC) (maintenance, services and plant operations empls.)	495
National Steel Car Ltd., Hamilton	United Steelworkers (AFL-CIO/CLC)	476

Index to Settlements Reported, October 1984

Employer and Location	Union	Page
Niagara Regional Board of Commissioners of Police, Thorold	Police Assn. (Ind.) (police officers)	503
Northern Wood Preservers Inc., Div of 502084 Ontario Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	463
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care services category)	502
Ontario Hospital Assn., Toronto	Blue Cross Employees' Assn. (Ind.) (office and clerical empls.)	489
Ontario Housing Corp. and Metropolitan Toronto Housing Authority	CUPE (CLC) (maintenance empls.)	490
Ontario Masonry Contractors Assn., OLRB Area 15, Residential Agreement	Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers)	505
Perth County Board of Education, Stratford	Fed. of Women Teachers' Assns. and Ont. Public School Teachers' Fed. (Ind.)	495
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board, Peterborough	Ont. English Catholic Teachers' Assn. (Ind.)	496
Phillips Cables Ltd., Brockville	Communications and Electronics (CLC)	479
PPG Canada Inc., Glass Div., Owen Sound	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	480
Renfrew County Roman Catholic Separate School Board, Pembroke	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	497
Ryerson Polytechnical Institute Board of Governors, Toronto	Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	497
Sault Ste. Marie City Corp. (Works Dept.)	CUPE (CLC)	504
Standard Tube Inc., Blenheim	Auto Workers (CLC) (hourly rated empls.)	469
Star Slipper Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	463
University of Toronto	Service Employees Intl. (AFL-CIO/CLC)	498
Viewstar Inc., Scarborough	Electrical Workers (IBEW) (AFL-CIO/CLC)	476

Index to Settlements Reported, October 1984

Employer and Location	Union	Page
York University, Toronto	Cdn. Educational Workers (Ind.) (part-time faculty, Unit 1 and Unit 2)	499
York University, Toronto	CUPE (CLC) (maintenance, services and plant operations empls.)	500
York University, Toronto	York University Staff Assn. (CCU) (office, clerical, laboratory, and technical empls.)	501

TOBACCO PRODUCTS

Imperial Tobacco, Division of Imasco Limited, at Guelph - Locals 323T and 338T, Bakery and Tobacco Workers (AFL-CIO/CLC): Two 13 1/2 month renewal agreements effective from February 1, 1985 to April 14, 1986, with wages retroactive to July 15, 1984, covering 735 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months. Previous agreement expired July 14, 1984.

Wages:	Effective	July 15/84	July 15/85
General Increases		7%	7%
<u>Hourly Rates - Plant</u>			
General Help (Group 2)		\$13.130 (\$12.270)	\$14.050
Stock Handler/ Shipping (Group 17)		\$15.895 (\$14.855)	\$17.010
Production Mechanic (Trades Group 5)		\$20.015 (\$18.705)	\$21.415
<u>Monthly Rates - Office</u>			
Clerk-Typist/ Personnel (Group 8)		\$1,987-\$2,069 (\$1,857-\$1,934)	\$2,126-\$2,214

Probationary period is two months. Maximum rate for Clerk Typist/Personnel is reached after 6 months worked.

Shift Premium
(plant employees): 0-40¢-55¢ (0-30¢-45¢).

Paid Vacation: Effective January 1, 1985, 7 weeks after 25 (35) years of service.

Bereavement Leave: Effective October 20, 1984, 1 work week (3 days) paid leave upon death of parent, child or spouse.

Health and Welfare: Life Insurance - Effective January 1, 1985, employer pays 75% of premium costs for \$20,000 optional benefit (new).

Dental Plan - Effective January 1, 1985, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

RUBBER AND PLASTICS PRODUCTS

Goodyear Canada Inc. at Collingwood - Local 834, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 3, 1984 to November 2, 1987, covering 276 employees*, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

* Includes 5 employees currently on lay-off status.

Wages:	Effective	<u>Nov. 4/84</u>	<u>Nov. 3/85</u>	<u>Nov. 2/86</u>
General Increases		55¢	30¢	30¢
Skilled Trades Adjustments		15¢	10¢	10¢
Additional Adjustments		some equity adjustments		
Production (includes Inspector, Curved Rad Hose)		\$8.82-\$9.22 (\$8.27-\$8.67)	\$9.12-\$9.52	\$9.42-\$9.82
Electrician		\$10.77-\$11.22 (\$10.07-\$10.52)	\$11.17-\$11.62	\$11.57-\$12.02

Probationary period is 3 months. Maximum rates are reached on merit.

Cost of Living Allowance: Effective November 3, 1985, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the average index for September, October and November 1984 as the base. Triggers at 4%.

COLA adjustments due in August 1985 and November 1985 to be diverted to cover new Dental Plan premium cost, to a maximum of 14¢ per hour.

(Previously, triggered to 4% with a minimum of 30¢ to be generated before adjustments could be made. Clause did not trigger. Basic formula is unchanged.)

Shift Premium: 0¢-25¢-30¢ (0¢-20¢-25¢).

Continuous Shift Premium (new): 90¢ per hour.

Paid Vacation: 5 weeks after 20 years of service (new).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$14,000 (\$13,000). Effective November 3, 1985, \$15,000. Effective November 3, 1986, \$16,000.

Weekly Indemnity - Benefit is \$210 (\$170) per week.

Vision Care - Maximum claim for prescription eyeglasses is \$100 (\$80) per person every two years.

Dental Plan (new) - Effective November 3, 1985, Basic Blue Cross plan with Riders #1 and #2. Premiums to be paid from COLA diversion, with the employer to pay any difference, if necessary.

Pension Plan: Basic Benefit - \$10 (\$9) per month per year of service. Effective November 3, 1985, \$11. Effective November 3, 1986, \$12.

Supplementary Benefit - \$9 (\$8) per month per year of service.
Effective November 3, 1985, \$9.50. Effective November 3, 1986,
\$10.

LEATHER

Star Slipper Co. Ltd. at Toronto - Local 82, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 4, 1984 to October 3, 1986, covering 288 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 4/84	Oct. 4/85
	General Increases	35¢	30¢
	<u>Base Rates</u>		
	Labour-A4	\$6.06 (\$5.71)	\$6.36
	Labour-A1	\$6.48 (\$6.13)	\$6.78

Hours of Work: 42 (42 1/2) hours per week.

Health and Welfare: Dental Plan - Plan cancelled effective September 30, 1984.
Employer to make one-time payment equivalent to its annual contribution, less penalties, based on the 1983-84 year, to employees on a pro rated or other basis to be decided by the Union.

WOOD

Northern Wood Preservers Inc., a Division of 502084 Ontario Limited at Thunder Bay - Local 38, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from May 16, 1984 to May 15, 1987, covering 270 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	May 16/84	May 16/85	May 16/86
	General Increases	5%	6%	6%
	Labour	\$11.04 (\$10.51)	\$11.70	\$12.40
	Electrician Class A	\$13.89 (\$13.23)	\$14.72	\$15.60

Premium Pay: Cylinder and Tank Cleanout Bonus - 90¢ (65¢) per hour.

The following benefits are effective October 3, 1984, except where noted.

Shift Premium: 0-29¢-33¢ (0-27¢-31¢). Effective May 16, 1985, 0-33¢-37¢.

Bereavement Leave: Eligible employee receives up to 3 days' paid leave on death of common-law spouse.

Health and Welfare: Life Insurance - Benefit is \$30,000 (\$25,000), at a monthly cost to the employee of 20¢ per \$1,000.

Weekly Indemnity - Maximum benefit is \$275 (\$250).

Long Term Disability Plan - Effective May 16, 1985, maximum benefit is \$1,100 (\$1,000).

OHIP - Effective November 1, 1984, employer contributes \$29.75 (\$27) per month for single coverage and \$59.50 (\$54) per month for family coverage.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Meal Allowance: \$6 (\$5.50).

FURNITURE AND FIXTURE

Heintzman Limited (Chair Division), at Toronto - Local 51, Upholsterers (AFL-CIO/CLC): A 12-month renewal agreement effective from September 7, 1984 to September 6, 1985, covering 279 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 7/84	June 5/85
General Increases		20¢	5¢
General Labour Class I		\$6.55 (\$6.35)	\$6.60
Maintenance Class II		\$8.41 (\$8.21)	\$8.46

Health and Welfare: Life Insurance and A. D. & D. - Effective June 1, 1985, benefit is \$4,000 (\$3,000).

Dental Plan - Effective June 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Safety Shoe Allowance (new): Employer reimburses \$20 per year for 1 pair for employees with a minimum of 1 year of service.

PAPER AND ALLIED

Boise Cascade Canada Ltd. at Fort Frances and Kenora - Locals 238 and 306, Canadian Paperworkers (CLC), Locals 559 and 1744, Electrical Workers (IBEW) (AFL-CIO/CFL), Locals 771 and 490, Machinists (AFL-CIO/CLC) and Local 488, Office and Professional Employees (AFL-CIO/CLC): Seven 36-month renewal agreements effective from May 1, 1984 to April 30, 1987*, covering 660 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

* Office and Professional Employees agreement effective from June 1, 1984 to May 31, 1987.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
	Adjustment for Top Operator		15¢	
	General Increases	2.5%	4%	5%
	<u>Machinists - Fort Frances Paper Division</u>			
	Mill Labourer	\$12.83 (\$12.52)	\$13.34	\$14.01
	Instrument Mechanic	\$17.09 (\$16.67)	\$17.77	\$18.66
	Senior Mechanic Journeyman	\$17.43 (\$17.00)	\$18.28	\$19.19

Shift Premium: Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Health and Welfare: Long Term Disability Plan - Claims to be offset by the current CPP payments. (Previously, offsets included future increases in CPP payments.) Effective October 31, 1984, office employees benefit is 55% of salary based on 36 1/4 hours per week. (Previously, 60% of salary to a maximum of \$1,500 per month.)

Semi-Private Hospitalization - Effective November 1, 1984, employer pays up to a maximum of \$3.00 (\$1.50) per month for single coverage and \$6.00 (\$3.00) per month for family coverage.

Dental Plan - Effective November 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Bridging Supplement - For retirements effective May 1, 1984, \$18 (\$16) per month per year of service to a maximum of 30 years.

Safety Prescription Glasses: \$20 (\$10) fitting fee for non-bi-focal eyeglasses and \$25 for bi-focal (new).

Domtar Inc. - Packaging Group, Containerboard Division at Red Rock - Locals 255 and 528, Canadian Paperworkers (CLC): Two 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, covering 500 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
	General Increases	2.5%	4%	5%
	Additional Adjustments		1¢ added to Job Class Plan Scale prior to increase	

	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
Labourer	\$12.83 (\$12.52)	\$13.35	\$14.01
Tradesman	\$16.84 (\$16.43)	\$17.52	\$18.39

Shift Premium: Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Health and Welfare: Long Term Disability Plan - Effective January 1, 1985, benefit is 55% (50%) of regular straight time hourly rate to a maximum of \$1,650 (\$1,500) per month. Effective May 1, 1986, \$1,800.

Dental Plan - Effective January 1, 1985, plan pays 100% of premium costs for Module 1 which includes: diagnostic, preventative therapy, oral surgery, minor restorative repairs, endodontics and periodontics. (Previously, 80%-20% co-insurance.) Effective May 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Fraser Inc., Thorold Division at Thorold - Local 290, Canadian Paperworkers (CLC)
(mill employees): A 36-month renewal agreement effective from May 1, 1984 to April 30, 1987, covering 554 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
Increases		2.5%	4%	5%**
Additional Adjustments*			20¢ for Tradesmen 'A' and above	
General Labourer		\$11.97 (\$11.68)	\$12.45	\$13.03
Tool Crib Attendant		\$13.42 (\$13.09)	\$13.96	\$14.66
Journeyman 'A'		\$15.17 (\$14.80)	\$15.98	\$16.78

* Effective September 4, 1984, a new Job Class Plan is introduced for some classifications.

** The increase effective May 1, 1986 is not compounded for those jobs included in the Job Class Plan and is calculated on rates in effect on April 30, 1984.

Shift Premium: Effective May 1, 1985, 0-30¢-50¢ (0-30¢-40¢). Effective May 1, 1986, 0-35¢-50¢.

Health and Welfare: Weekly Indemnity - Maximum benefit is \$285 (\$275) per week for the first 28 days of absence, and \$295 per week thereafter. Effective May 1, 1985, \$295 and \$315 per week respectively. Effective May 1, 1986, \$315 and \$330 per week respectively.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Bridging Supplement - For retirements effective May 1, 1984, \$18 (\$16) per month per year of service to a maximum of 30 years.

Great Lakes Forest Products Ltd. at Thunder Bay - Locals 39 and 257, Canadian Paperworkers (CLC) (mill employees): Two 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, covering 1,870 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	May 1/84	May 1/85	May 1/86
General Increases		2.5%	4%	5%
Additional Adjustments		2¢ per hour to the Waferboard Mill Scale prior to increase	1¢ added to Job Class Plan Scale prior to increase	
Yard Labourer		\$12.83 (\$12.52)	\$13.34	\$14.01
Journeyman A*		\$17.00 (\$16.59)	\$17.68	\$18.56

* Effective May 1984, 25¢ (22¢) after 3 years of service for Journeyman A in the Mechanical Department (including Painter) and the Instrumentation Department.

Shift Premium: Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Health and Welfare: A. D. & D. (new) - Effective November 1, 1984, benefit is \$10,000. (Previously, \$8,500, employee-paid.)

Major Medical - Effective November 1, 1984, maximum benefit is \$15,000 (\$10,000) per person.

Long Term Disability Plan - Effective November 1, 1984, LTD benefit payments, pension accrual and life insurance coverage for all employees who have been continuously disabled for 5 years or more are upgraded to reflect the May 1, 1984, May 1, 1985 and May 1, 1986 wage increases.

Dental Plan - Effective November 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Benefit Formula - For retirements effective May 1, 1984, pension benefit is equal to 1.65% of average earnings of last years of employment times years of pensionable service less 1/35 of CPP benefit times years of pensionable service after January 1, 1966, to a maximum of 35 years. (Previously, career earnings plan with 62.5% employee contributions.)

Bridging Supplement - For retirements effective May 1, 1984, \$18 (\$16) per month per year of credited service to a maximum of 30 years.

Kimberly-Clark of Canada Limited (Pulp and Forest Products Operations) at Terrace Bay
- Local 1861, Electrical Workers (IBEW) (AFL-CIO/CFL) and Local 665, United Paperworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, covering 700 mill employees and 35 electricians, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	May 1/84	May 1/85	May 1/86
Adjustment for Top Operator			15¢	
General Increases		2.5%	4%	5%
Labourer		\$12.83 (\$12.52)	\$13.34	\$14.01
Tradesman (5 Day Schedule)		\$16.81 (\$16.40)	\$17.48	\$18.35
Tradesman (7 Day Schedule)		\$17.23 (\$16.81)	\$17.92	\$18.82
Shift Premium:	Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).			
Paid Vacation:	Effective January 1, 1985, 4 weeks after 9 (10) years of service.			
Compassionate Leave (new):	1 day's paid leave if not attending funeral.			
Health and Welfare:	Dental Plan - Effective November 1, 1984, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective January 1, 1985, the 1984 O.D.A. fee schedule. Effective January 1, 1986, the 1985 O.D.A. fee schedule. Employer pays 100% of premium cost (previously, cost-shared).			
Meal Allowance:	\$5 (\$3).			
Safety Shoe Allowance:	Effective January 1, 1985, \$35 (\$30) per pair per year. Effective January 1, 1986, \$40.			
Prescription Safety Glasses:	Effective January 1, 1985, maximum \$30 (\$25) per year.			

PRINTING, PUBLISHING AND ALLIED

The Globe and Mail at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC) (circulation, editorial and maintenance-delivery employees): Three 12-month renewal agreements effective from July 1, 1984 to June 30, 1985, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:

Effective

July 1/84

Increase

6% to a minimum
of \$37.30 per week

Additional
Adjustments

Upgrading
of certain
classifications*

Weekly Rates

Circulation

Group D	\$234.65-\$275.27
(Office Messenger)	(\$216.37-\$254.69)

Group A	\$295.41-\$377.77
(Intermediate Clerk)	(\$278.69-\$356.39)

Editorial

Group I	\$235.72-\$270.11
(Copy Messenger)	(\$217.38-\$249.82)

Group DD	\$401.71-\$658.96
(includes Reporter)	(\$378.97-\$621.66)

Group A (includes Editorial Writer)	\$693.66 (\$656.66)
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Maintenance-Delivery

Loader	\$342.10 (\$322.74)
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Electrician	\$642.96 (\$605.66)
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* Prior to the 6% increase, \$5 per week applied to the salaries of Junior Clerk and Office Messenger in Circulation and the Head Copy Messenger and Copy Messenger in Editorial Department.

Probationary period is 3 calendar months. Maximum rates for Office Messenger and Copy Messenger are reached after 1 year, for Intermediate Clerk after 3 years and for Reporter after 5 years.

Health and
Welfare:

Vision Care (new) - Maximum claim for prescription eyeglasses is \$75 per person every 24 months.

Dental Plan - Effective January 1, 1985, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

PRIMARY METAL

Standard Tube Canada Inc. at Blenheim - Local 1965, Auto Workers (CLC) (hourly rated employees): A 36-month renewal agreement effective from October 1, 1984 to October 1, 1987, covering 250* employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Includes 78 employees currently on lay-off status.

Wages:	Effective	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>	<u>Oct. 1/86</u>
	COLA Fold-in	\$1.59		
	General Increase			10¢
	"A" Operator	\$11.38 (\$9.79)	\$11.38	\$11.48
	Lead Journeyman	\$13.23 (\$11.64)	\$13.23	\$13.33

Cost of Living Allowance: \$1.59 of the \$1.64 generated under the previous agreement is folded into wages and 5¢ continues to float.

1¢ for each 0.3 increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Paid Vacation: 4 (3) weeks at 8% (7%) after 10 years of service.

Health and Welfare: Life Insurance - Effective October 1, 1985, benefit is \$15,000 (\$14,000). Effective October 1, 1986, \$16,000.

A. D. & D. - Effective October 1, 1985, benefit is \$15,000 (\$13,000). Effective October 1, 1986, \$16,000.

Weekly Indemnity - Benefit is \$225 (\$215) per week. Effective October 1, 1985, \$240. Effective October 1, 1986, \$250.

Vision Care - Effective October 1, 1985, maximum claim is \$55 (\$40) every 2 years.

Dental Plan - Effective October 1, 1985, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective October 1, 1986, \$10.50 (\$7.50) per month per year of service.

Survivor Income Benefit (new) - Plan to be introduced effective October 1, 1986. Final details yet to be established.

Disability Pension Plan (new) - Plan to be introduced effective October 1, 1986. Final details yet to be established.

Transition and Bridging Benefits - Effective October 1, 1986, \$275 (\$250) per month.

Supplemental Unemployment Benefit Plan: Maximum funding is \$300 per employee. Employer contributes 9¢ to 12¢ (8¢ to 11¢) per hour worked depending on fund level.

Algoods, Division of Alcan Canada Products Limited at Toronto - Local 2858, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 24, 1984 to August 23, 1986, covering 258 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Aug. 24/84	Aug. 24/85
General Increases		53¢	55¢
Labour Grade 1		\$10.70 (\$10.17)	\$11.25
Electrician Grade 1		\$12.19 (\$11.66)	\$12.74
Electronic Electrician		\$12.32 (\$11.79)	\$12.87
Lump Sum Payment:	Effective August 24, 1985, \$100 per employee.		
Shift Premium:	0-35¢-40¢ (0-30¢-35¢).		
Lead Hand Premium:	50¢ (40¢) per hour for Maintenance and Toolroom Departments.		
Relief Premium:	15¢ (11¢) per hour.		
Meal Allowance:	Effective October 20, 1984, \$3.50 (\$3.00).		
Safety Shoe Allowance:	Effective October 20, 1984, \$40 (\$35) per year. Effective August 24, 1985, \$45.		

MACHINERY

Champion Road Machinery Ltd. and Gearco Ltd. at Goderich - Lodge 1863, Machinists (AFL-CIO/CLC) (hourly-rated employees): A 12-month agreement on wages as the result of a wage reopener provision during the last year of a 2-year agreement terminating on July 31, 1985, covering 488 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

	Aug. 1/84
Utility	\$12.26
Machinist 1	\$14.35
Electronic Technician	\$14.69

Rates reflect a total of 34¢ COLA folded into wages during the previous agreement.

Cost of Living
Allowance: Effective August 1, 1984, 1¢ per 0.27 point increase in the Consumer Price Index - 1971=100, using July 1984 as the base index month. Adjusted and folded into wages monthly. (Previously, 1¢ per 0.3 point increase in the CPI, triggered at 4%.)

Health and Welfare: Life Insurance and A. D. & D. - Effective November 1, 1984, benefit is \$22,000 (\$20,000).

Life Insurance for Retirees - Benefit is \$3,500 (\$2,500).

Safety Shoe Allowance: \$55 per contract year per pair for all employees, and an additional \$50 per contract year for second pair for Painters in Finished Products Department and for Sandblasters in Fabrication Department. (Previously, up to \$55 and \$50, respectively.)

TRANSPORTATION EQUIPMENT

General Motors of Canada Ltd. at London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ontario and St. Eustache and Boisbriand, Quebec - Various Locals, Auto Workers (CLC) (hourly rated employees): A 34 1/2-month renewal agreement effective from October 29, 1984 to September 14, 1987, covering 33,000 Ontario employees, with wage increases retroactive to September 17, 1984, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 17/84</u>	<u>Sept. 17/85</u>	<u>Sept. 17/86</u>
Average Increase		2.25%		
COLA Fold-in		\$2.99	20¢	20¢
Line Assembler		\$12.82 (\$9.63)	\$13.02	\$13.22
Tool and Die Maker		\$15.21 (\$11.81)	\$15.41	\$15.61

Start rates - 85% of job rate, progressing at 5% increments every 6 months to 100% of job rate (unchanged).

Cost of Living Allowance: \$3.44 COLA float was generated under previous agreements. \$2.99 is folded into wages in the first year and 20¢ in each of the next two years, leaving 5¢ as a float. Special Canadian allowance of 25¢ is added to the COLA float in the first and second years and 24¢ in the third year, for a total of 74¢.

1¢ per 0.26 point change based on the 3-month average change in the Consumer Price Index - 1969=100, using the average index for May, June and July, 1984 as base. 1¢ from each of the 9 quarterly calculations is to be diverted. (Basic formula is unchanged. Previously no diversions.) Effective December 1986, 1¢ per 0.1 point change in the CPI - 1981=100, with the first payment effective March, 1987. Two quarterly calculations with a 2¢ diversion per quarter, for a total of 13¢ over the contract term.

Shift Premium: Calculated as a percentage of earnings, including overtime and COLA (unchanged).

Excused Absence Allowance: 20 hours per year to be used in 4 hour segments either to attend to personal business or added to earned vacation days. (Previously, 1 week of vacation credits could be used for paid absence allowance.)

Health and
Welfare:

The following benefits are wage related, unless otherwise stated.

Life Insurance - Maximum benefit is \$35,000 (\$32,500). Effective September 17, 1985, \$36,000.

A. D. & D. - Maximum benefit is \$17,500 (\$16,250). Effective September 17, 1985, \$18,000.

Weekly Indemnity - Maximum benefit is \$365 (\$300) per week. Effective September 17, 1985, \$375. Effective September 17, 1986, \$385 per week.

Extended Disability Benefit - Maximum benefit is \$1,070 (\$830) per month for employee with less than 10 years of service, and \$1,180 (\$915) per month for employee with 10 or more years of service. Effective September 17, 1986, \$1,100 and \$1,545 respectively.

Transition Survivor Income Benefit - Maximum \$375 (\$300) per month for surviving spouse with dependent child or for dependent child without parents; \$350 (\$300) for surviving spouse or surviving child; and \$225 (\$200) for dependent parent.

Bridge Survivor Income Benefit - Maximum \$350 (\$300) per month for surviving spouse.

Major Medical - Effective November 5, 1984, plan extended to include chiropractic treatments not covered by OHIP, and additional types of prosthetics and durable medical equipment.

Dental Plan - Effective January 1, 1985, coverage continues to be based on the current year's Ontario Dental Association fee schedule. Reimbursement for certain procedures increases to 100% (90%). Maximum lifetime orthodontic benefit is \$1,000 (\$800). Payments for certain routine procedures once every 9 (6) months.

Pension Plan:

Future Retirees

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date and wage level as shown:

Sept. 17, 1984 - Sept. 1, 1985	\$19.20-\$19.95 (\$18.20-\$18.95)
Oct. 1, 1985 - Sept. 1, 1986	\$20.30-\$21.05
Oct. 1, 1986 and thereafter	\$21.45-\$22.20

Recipients of these benefits and subsequent retirees will have the above benefits periodically increased as shown below.

Retirement Date	Effective
Sept. 17, 1984 - Sept. 1, 1985	Apr. 1, 1985, 55¢ Oct. 1, 1985, 45¢
Oct. 1, 1985 - Sept. 1, 1986	Apr. 1, 1986, 60¢ Oct. 1, 1986, 45¢
Oct. 1, 1986 and thereafter	Apr. 1, 1987, 60¢

Early Retirement "30-and-out" Special Allowance - Total monthly benefit varies by retirement date as shown:

For retirements effective:

Sept. 17, 1984	\$1,025 (\$935)
Oct. 1, 1985	\$1,070
Oct. 1, 1986	\$1,155

Recipients of these benefits and subsequent "30-and-out" retirees will have above benefits periodically increased as shown below:

Retirement Date	Effective
Sept. 17, 1984 - Sept. 1, 1985	Oct. 1, 1985, \$35
Oct. 1, 1985 - Sept. 1, 1986	Apr. 1, 1986, \$45
	Oct. 1, 1986, \$30
Oct. 1, 1985 and thereafter	Apr. 1, 1987, \$50

Current Retirees

Basic Monthly Benefits Per Year of Service - Effective October 1, 1984, benefits are increased by \$1 and depending on wage level and retirement date will range from \$14.90-\$19.95 (\$13.90-\$18.95).

Supplementary Monthly Benefits Per Year of Service/Normal Retirement - Effective October 1, 1984, \$14 (\$13) for retirements between October 1, 1979 and September 1, 1980; \$15 (\$14) for retirements between October 1, 1980 and September 1, 1981; \$16 (\$15) for retirements between October 1, 1981 and September 1, 1982, with maximum monthly increase of \$25; \$16 (new) for retirements between January 1, 1983 and September 1, 1985; \$17 for retirements beginning October 1, 1985 and September 1, 1986; \$18 for retirements beginning October 1, 1986 and thereafter, with maximum monthly increase of \$30.

Early Retirement "30-and-out" Special Allowance - Effective October 1, 1984, total monthly benefit varies by retirement date as shown:

Retirement Date

Mar. 1, 1974 - Oct. 1, 1974	\$770 (\$740)
Oct. 1, 1974 - Oct. 1, 1976	\$820 (\$790)
Oct. 1, 1976 - Oct. 1, 1978	\$845 (\$815)
Oct. 1, 1978 - Oct. 1, 1979	\$895 (\$865)
Oct. 1, 1979 - Sept. 1, 1980	\$945 (\$915)
Oct. 1, 1980 - Sept. 1, 1981	\$955 (\$925)
Oct. 1, 1981 - Sept. 1, 1984	\$965 (\$935)

General Terms

Earnings Limitation:	Effective in 1985, earnings limit "30-and-out" retirees receiving Special Allowances is \$7,200 (\$6,600). Effective in 1986, \$7,600. Effective in 1987, \$8,000.
Special Pension Payment:	Lump sum payments of maximum \$200 each for all retirees with 30 or more years of service; \$6.67 per year of service for retirees

with less than 30 years of service with a minimum \$67, payable December 1985 and December 1986. Surviving spouse is eligible for 60% of these payments. (Previously, 2 lump sum payments of \$300 for retirees and \$180 for surviving spouses.)

Restoration of Pensionable Service:

Credited service lost during lay-offs between 1979-83 to be restored by 25%-100% to employees with at least 5 years of service. (Previously, for time lost during lay-offs up to December, 1967.)

Supplemental Unemployment Benefit Plan:

Regular Weekly Benefit - Effective January 1, 1985, regular benefit plus UIC benefit and other compensation to equal 95% of employee's weekly after-tax pay, minus \$17.50 (\$12.50) for work-related expenses not incurred, with the maximum regular benefit of \$135 (\$115).

SUB Funding - Employer contributes maximum 31¢ (29¢) per hour. Effective in 1985, 32¢ per hour. Effective in 1986, 33¢ per hour.

Short Week Benefit Funding - Effective January 1, 1984, trust fund liability cap of 6¢ (5¢) per compensated hour.

Special Contingency Fund (new) - Employer contributes 50¢ per overtime hour worked in excess of 5% of all straight-time hours worked. Calculated on a 12-month rolling average and credited to assist SUB benefits financing.

Income Security Benefit (new):

Employee with 10 or more years of service permanently laid off after October 29, 1984, receives benefit calculated as 60% of base hourly rate including COLA, payable for 52 weeks following the exhaustion of all SUB entitlements. Life insurance and medical benefit coverage continues during this period.

Termination Payment Plan (new):

Employee with 10 or more years of service permanently laid off after October 29, 1984 may elect to receive a lump sum payment ranging from \$19,000-\$34,000, depending on length of service, in lieu of any severance payments. Recall rights waived upon acceptance of payment.

Plant Closure Benefit (new):

Employees with 5 but less than 10 years of service permanently laid off for at least 12 months due to full or partial plant closure may elect a lump sum payment of \$7,000-\$9,800, depending on length of service, in lieu of any severance payments.

Paid Education Leave:

Employer funding of \$1,000,000 continues over the next 5 years.

Prepaid Legal Services Plan (new):

Effective by November 18, 1985, eligible employee, spouse, dependants, retiree and surviving spouse qualify for a broad range of legal services. Employees on lay-off are also included for up to 18 months.

Childcare (Scarborough Plant) (new):

Employer to fund a pilot childcare project to help employees locate and obtain childcare.

Physical Fitness (Windsor Trim Plant) (new):

Employer to fund a pilot physical fitness study to look into a variety of programs.

National Steel Car Limited at Hamilton - Local 7135, United Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from October 5, 1984 to October 5, 1985, covering 750 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 5/84</u>
	COLA Fold-in	25¢
	Classification Adjustments	5¢ for certain classifications

Day Workers

Material Handler	\$11.43 (\$11.18)
Machinist Gr. II	\$13.52-\$13.58 (\$13.27-\$13.33)
Die Sinker Gr. I	\$14.21-\$14.31 (\$13.96-\$14.06)

Previous rates reflect 31¢ COLA folded into wages on October 5, 1983.

Maximum rates are reached on merit.

Cost of Living Allowance: 1¢ per 0.3 change in the Consumer Price Index - 1971=100. Three quarterly adjustments with 1¢ per quarter diverted to offset administration costs. (Basic formula is unchanged.)

Health and Welfare: Weekly Indemnity - Effective October 1, 1984, benefit is \$245 (\$238) per week.

Dental Plan - Effective October 1, 1984, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$15 (\$14) per month per year of service.

Supplementary Benefit - \$13 (\$12.50) per month per year of service.

Early Retirement - Employee may elect early retirement after age 61 (62) with 10 years of service.

Supplemental Unemployment Benefit: Funding - \$300 (\$200) per employee.

Safety Prescription Glasses: Maximum \$50 (\$40) per year.

ELECTRICAL PRODUCTS

Viewstar Inc. at Scarborough - Local 1590, Electrical Workers (IBEW) (AFL-CIO/CLC): A 24-month first agreement effective from September 1, 1984 to August 31, 1986, covering 374 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
	General Increases*	35¢	30¢
	Additional Adjustments	some classifica- tion adjustments	
	Group IX (includes Labourer)	\$5.42 (\$5.05)	\$5.72
	Group I (includes Technician II)	\$8.00 (\$7.25)	\$8.30

* Wage re-opener can be negotiated at any time during the life of this agreement.

Probationary period is 45 worked days.

Start rate - 20¢ per hour below job rate.

Hours of Work:	8 hours per day, 40 hours per week. Hours of work can be negotiated during the life of this agreement.
Overtime Pay:	Time and one-half for the first 4 hours worked beyond regular shift and double time thereafter. Time and one-half for the first 8 hours worked on a Saturday and double time thereafter. Double time for all work performed on Sunday.
Shift Premium:	0-20¢-20¢.
Paid Rest Period:	One 12-minute break in each half of the regular shift.
Reporting Pay:	Employee who reports for work at regular starting time and finds no work available receives 4 hours' pay at regular rate.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Simcoe Day, Labour Day, Thanksgiving Day, Day before Christmas, Christmas Day, Boxing Day and Day before New Year's Day are recognized for a total of 11 days.
Paid Vacation:	2 weeks at 4% after 1 year of service and 3 weeks at 6% after 5 years of service, if a minimum of 1,500 hours worked in the previous year. Employee who did not work the qualifying hours by July 1, receives 4% or 6% vacation pay depending on seniority. (Previously all employees received 4% pay for vacation taken during a 2-week summer period.)
Bereavement Leave:	Up to 3 days paid leave in the event of death in immediate family. Includes: mother, father, spouse, son, daughter, brother, sister, mother-in-law, father-in-law and grandparents.
Jury Duty and Crown Witness Leave:	Employer pays the difference between regular pay and fees received.
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$11,000 (\$10,000). Effective September 1, 1985, \$12,000.

Weekly Indemnity - Effective September 1, 1985, benefit is 60% of regular wages up to the U.I.C. maximum on a 1-4-26 basis.

Union Negotiating Committee: Employer reimburses 4 employees for wages lost during 6 days of negotiations.

Computing Devices Company, a division of Control Data Canada Ltd. at Ottawa and Stittsville - Employees' Association (Ind.): A 24-month renewal agreement effective from October 1, 1984 to September 30, 1986, covering 456 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 1/84	Oct. 1/85
General Increases		5%	4.5%
<u>Clerical-Technical</u>			
Grade 1 (Mail Clerk 1)		\$6.29-\$7.41 (\$5.99-\$7.06)	\$6.57-\$7.74
Grade 15 (Designer 3)		\$14.95-\$18.34 (\$14.24-\$17.47)	\$15.62-\$19.17
<u>Plant</u>			
Grade 1 (includes Assembler 1)		\$6.83-\$7.27 (\$6.50-\$6.92)	\$7.14-\$7.60
Grade 12 (includes Toolmaker 2)		\$13.92-\$14.35 (\$13.26-\$13.67)	\$14.55-\$15.00

Previous rates reflect a 5% increase negotiated as a result of a wage re-opener on October 1, 1983.

Probationary period is 65 working days. Maximum rates for Clerical-Technical employees are reached after one 3-month and five 6-month increases. Maximum rates for Plant employees are reached after one 9-month increase.

Cost of Living Allowance: 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, using the July 1984 index as the base. Triggers at 7% (8 1/2%) in the first year and 6.5% in the second year. Adjusted quarterly and folded into wages September 30, 1985 and 1986. (Basic formula is unchanged; previously, did not trigger.)

Shift Premium: 0-55¢-55¢ (0-50¢-50¢).

Lead Hand Premium: Premium is either the difference between the highest rate in the group and the employee's regular rate plus 25¢ (20¢), or 40¢ (35¢), whichever is greater.

Health and Welfare: Dental Plan - Effective January 1, 1985, major restorative and orthodontic coverage is added, with 50%-50% co-insurance and maximum of \$2,000 annually for major restorative and \$2,000 per lifetime for orthodontics.

Edwards, a Unit of General Signal Limited at Owen Sound - Local 7466, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1984 to September 30, 1986, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
General Increases		40¢	35¢
Job Class Increment Increase			1¢ for Grade 5 and above
Grade 3 (includes Assembler B)		\$7.67 (\$7.27)	\$8.02
Grade 21 Tool and Die Maker		\$10.19 (\$9.79)	\$10.71

Paid Rest Period: One 15 (12) minute break in each half of 10-hour shift.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$11,000 (\$10,500).
Effective October 1, 1985, \$11,500.

Pension Plan: Basic Benefit - \$9 (\$8.50) per month per year of service.
Effective October 1, 1985, \$9.50.

Safety Shoe Allowance: \$45 (\$40) per year; \$90 (\$80) for two pairs for paint shop and maintenance employees.

Phillips Cables Limited at Brockville - Local 510, Communications and Electronics (CLC): A 23-month renewal agreement effective July 29, 1984 to June 30, 1986, covering 348 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 29/84</u>	<u>July 29/85</u>
Increases:		54¢ on day work rates 46¢ on bonus base rates	49¢ on day work rates 46¢ on bonus base rates
COLA Fold-in		22¢ on day work rates 20¢ on bonus base rates	
Labourer (Wire Mill)		\$10.95-\$11.09 (\$10.19-\$10.33)	\$11.44-\$11.58
Maintenance Mechanic Gr. 2		\$12.39-\$12.74 (\$11.63-\$11.98)	\$12.88-\$13.23
Maintenance Technician Gr. 2 (Electrical Services)		\$13.39-\$13.75 (\$12.63-\$12.99)	\$13.88-\$14.24

Probationary period is 50 days or 400 hours worked, whichever occurs first. Maximum rates are reached on the basis of 5¢ per hour for each subsequent 10 consecutive payroll weeks in the classification.

Cost of Living Allowance: 1¢ per 0.34 increase in the Consumer Price Index - 1971=100, using the July 1984 index as the base. Triggered at 5% the first year and 4% in the second. Adjusted quarterly. (Previously, same formula with 6% trigger in the first year and 5% in the second. Formula did not trigger.)

Bereavement Leave: Shift premium payable if leave is on weekend (new).

Health and Welfare: Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$13.20 (\$11.70) per month per year of service.
Early Retirement Incentive - One-time option effective from July 29, 1984 to December 31, 1985 for employee aged 55 (60) with 35 (30) years' of service to elect early retirement with a non-actuarially reduced pension.

NON-METALLIC MINERAL PRODUCTS

PPG Canada Inc., Glass Division, formerly PPG Industries Canada Limited at Owen Sound - Local 248G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC)*: A 36-month renewal agreement effective from October 1, 1984 to September 30, 1987, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* Formerly, Glass and Ceramic Workers (AFL-CIO/CLC).

Wages:	Effective	Oct. 1/84	Oct. 1/85	Oct. 1/86
General Increases		55¢	55¢	65¢
Skilled Trades Adjustment (with certificate)		10¢	10¢	5¢
Labour Grade 2 (Auxiliary Utility)	\$11.16 (\$10.61)		\$11.71	\$12.36
Labour Grade 14 (Instrument Specialist)	\$12.78 (\$12.13)		\$13.43	\$14.13

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1981=100 (1971=100), using the average index for July, August and September 1984 as the base. Triggers at 6% in each year. Adjusted annually and folded into wages October 1, 1985 and 1986 respectively. (Previously, triggered at the percentage increase in the average base rate. Formula did not trigger.)

Shift Premium: 0-30¢-35¢ (0-28¢-33¢).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$17,000 (\$15,000). Effective October 1, 1985, \$18,000.

Major Medical - Contraceptives are now included (new).

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$14.25 (\$13.25) per month per year of service. Effective October 1, 1985, \$15.25. Effective October 1, 1986, \$16.25.

Current Retirees Benefit - Increases of 50¢ per month per year of service, in each year of this agreement.

Early Retirement (new) - Employee aged 62 may elect to retire with no actuarial reduction in benefits.

Safety Shoe Allowance: Effective October 1, 1986, \$55 (\$50) per year.

PETROLEUM AND COAL PRODUCTS

Gulf Canada Products Company, Clarkson Refinery at Mississauga - Local 593, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective February 1, 1985 to January 31, 1986, with wages retroactive to January 1, 1985, covering 399 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase	4%
	Labourer	\$11.87 (\$11.41)
	Mechanic #1	\$17.59 (\$16.91)
	Master Operator	\$19.01 (\$18.28)

Shift Premium: 0-64¢-\$1.12 (0-61¢-\$1.08).
7-day continuous operation:
8-hour shift 32¢-64¢-\$1.12 (31¢-61¢-\$1.08).
12-hour shift 43¢-96¢ (41¢-92¢).

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence in Ontario and Quebec - Canadian Marine Officers Union (AFL-CIO/CLC), Merchant Service Guild (CLC), and Seafarers (AFL-CIO/CLC): Three 36-month renewal agreements effective from June 1, 1984 to May 31, 1987, covering 323 marine engineer officers, 309 deck officers and 860 unlicensed employees in Ontario, settled at the conciliation commissioner stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 1/84</u>	<u>June 1/85</u>	<u>June 1/86</u>
General Increases		3.5%	4%	4.5%*
<u>Marine Officers</u>				
5th Engineer		\$11.00 (\$10.63)	\$11.44	\$11.95
2nd Engineer		\$12.56 (\$12.14)	\$13.06	\$13.65
<u>Merchant Service</u> (Deck Officers)				
3rd Mate		\$11.00 (\$10.63)	\$11.44	\$11.95
1st Mate		\$12.56 (\$12.14)	\$13.06	\$13.65
<u>Seafarers</u>				
Ordinary Seaman		\$7.74 (\$7.48)	\$8.05	\$8.41
Electrician		\$10.60 (\$10.24)	\$11.02	\$11.52
Crane Operator		\$11.91 (\$11.51)	\$12.39	\$12.95

* Increase will be the greater of 4.5% or the percentage increase in the Consumer Price Index from June 1, 1985 to May 31, 1986, with a maximum of 6%. This applies to the premiums, allowances and benefits which have a scheduled increase effective June 1, 1986, as indicated.

Retroactivity Pay: Marine Officers - Paid on all monetary items, including hiring hall, welfare plan, statutory holidays, and leave credits (unchanged).

Merchant Service - Paid on pension contributions, overtime, hiring services and leave credits. (Previously, pension contributions, overtime, leave credits, family security plan, premium pay, proficiency pay and legal defense.)

Seafarers - Paid on premiums, statutory holidays, hiring hall, medical plan, overtime and leave credits. (Previously, statutory holidays, hiring hall, medical plan, Seafarer's Training Institute, overtime and leave credits.)

Premium Pay: Effective June 1, 1984, the following premiums increased by 3.5%: tanker and self-unloader premium, clean-out pay for Deck Officers and Seafarers; winter work rate, longshore work premium, stewards' passenger service premium for Seafarers; proficiency pay for Deck Officers. Effective June 1, 1985, the above-noted premiums increase by 4%. Effective June 1, 1986, the above-noted premiums increase by 4.5%.

The following changes apply to all three units, unless otherwise indicated:

Paid Holidays: (Seafarers): Effective June 1, 1985, January 2 is added for a total of 13 (12) days.

Coffee Breaks (Marine Officers and Seafarers): One 15-minute coffee break for every 2 hours of overtime worked, scheduled so as not to interrupt operations (new).

Health and Welfare: Medical Care - Employer pays each employee the cost of the medical care premium of 67¢ per day worked-new for Seafarers (unchanged for Marine Officers and Deck Officers).

Welfare Plan - Marine Officers - Employer contributes \$4.75 (\$3.65) per position per payroll day to the union benefit package, which includes medical and group life insurance plans. Effective June 1, 1985, \$4.94. Effective June 1, 1986, \$5.16. Employer to pay benefit package contributions for up to 24 months in case of illness or disability (new).

Family Security Plan - Deck Officers - Employer contributes \$5 (\$3.65) per position per day. Effective June 1, 1985, \$5.20. Effective June 1, 1986, \$5.43.

Welfare Plan - Seafarers - Employer contributes \$2.63 per position per day (unchanged).

Hiring Hall Fund: Marine Engineers - Employer pays the union \$1.10 (85¢) per job per payroll day, for the purpose of ensuring adequate arrangements for the supply of engineer officers to the company. Effective June 1, 1985, \$1.14. Effective June 1, 1986, \$1.19.

Deck Officers - Effective June 1, 1985, employer pays the union 88¢ (85¢) per position per payroll day. Effective June 1, 1986, 92¢.

Bereavement Leave: Marine Engineers and Deck Officers - 7 days plus one additional day per 1,000 kilometres from port of disembarkation to place of funeral to a maximum of 10 days (7 days) on death of wife, husband or child.

Seafarers - 5 days plus one additional day per 1,000 kilometres from port of disembarkation to place of funeral to a maximum of 10 days (5) on death of wife, husband or child.

Marine Disaster Insurance: Maximum \$2,000 compensation for loss of personal effects. (Previously, \$1,000 for Marine Officers; \$1,500 for Deck Officers and Seafarers.)

Certificate Allowance: Marine Engineers - \$1,000 (\$500-\$700) for obtaining a higher certificate.

Deck Officers - \$2,000 (\$1,500) for obtaining a higher certificate.

On-Leave Travel Allowance (new): Effective June 1, 1985, a per season maximum of \$180 for one-way fare to employee's home in Canada. Effective June 1, 1986, \$360 per season maximum for two-way fare to and from employee's home in Canada.

Allowance is to cover first class surface passage plus meals and berth or economy air fare or car allowance of 22¢ per kilometre where no public transportation is available. Effective June 1, 1985, car allowance, is 23¢ per kilometre. Effective June 1, 1986, 24¢.

Transfer Allowances: Travel - 22¢ (18¢) per kilometre. Effective June 1, 1985, 23¢. Effective June 1, 1986, 24¢.

Room and Meal Allowances - Seafarers - \$7.76 (\$7.50) per meal. Effective June 1, 1985, \$8.07. Effective June 1, 1986, \$8.43. Effective June 1, 1984, additional \$50 (\$36.80) a room per night, when room and board not provided by the employer.

Legal Defence Insurance: Marine Engineers - Effective June 1, 1985, 55¢ per position per day (new).

Deck Officers - 52¢ (50¢) per position per day. Effective June 1, 1985, 55¢.

Clothing Allowance (Seafarers): \$65 (\$58) per season for chief and second cook. Effective June 1, 1985, \$75.

Termination Pay: Marine Officers and Seafarers - Up to a maximum of \$500 (\$350) at termination of tour of duty.

Kitchener City Corporation, Transit Division, Department of Transportation Services - Local 304, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from June 1, 1984 to May 31, 1986, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>June 1/84</u>	<u>June 1/85</u>
General Increases		5%	5%
General Labour		\$10.48 (\$9.98)	\$11.00
Bus Operator		\$11.16-\$11.52 (\$10.63-\$10.97)	\$11.72-\$12.10
Machinist		\$12.40 (\$11.81)	\$13.02

Probationary period for Bus Operator is 4 months and the maximum rate is reached after two 6-month increases.

Health and Welfare: Vision Care (new) - Effective November 1, 1984, maximum claim for prescription eyeglasses is \$80 per person every 24 months.

Continuation of Benefits (new) - Employees electing to take early retirement under the OMERS plan will have their benefit premiums paid for until age 65.

London Transit Commission - Division 741, Transit Union (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 402 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	July 1/84
	General Increase	4.8%
	Bus Operator after 1 year	\$10.95 (\$10.45)
	Mechanic	\$11.67 (\$11.14)
Cost of Living Provision:	90¢ COLA continues to float. Clause is inoperative, as previously.	
Lead Hand Premium (Service Lane):	10¢ (8¢) per hour.	
Dispatcher Premium (new):	25¢ per hour for employee replacing the Chief Dispatcher.	
Health and Welfare:	<p>The following changes are effective February 1, 1985.</p> <p><u>Weekly Indemnity</u> - Benefit is 60% of employee's classification rate per week to a maximum of 26 weeks. (Previously, 60% of Operator rate.)</p> <p><u>Long Term Disability Plan</u> - Benefit is \$600 (\$400) per month.</p> <p><u>Dental Plan</u> - Coverage is based on the 1982 (1980) Ontario Dental Association fee schedule.</p> <p><u>Vision Care (new)</u> - Maximum claim of \$100 per person every 24 months. Employer pays 90% of premium costs.</p>	
Safety Shoe Allowance:	Maximum \$60 every 15 months for garage employees and dispatchers. (Previously, maximum \$35 per year for garage employees only.)	

COMMUNICATION

CNCP Telecommunications, system-wide - Communications and Allied Workers (CCU):
A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 600 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/84	Nov. 1/84	Jan. 1/85
	Increases:			
	Non-Technical Employees	2%		2%
	Technical Employees	5%		4%

	<u>Jan. 1/84</u>	<u>Nov. 1/84</u>	<u>Jan. 1/85</u>
Additional Adjustments		Restructuring of wage schedule into single ladder structure	
<u>Weekly Rates</u>			
<u>Non-Technical</u>			
Clerk 1 (Grade 1)	\$327.85-\$365.76 (\$321.42-\$358.59)	\$300.53-\$345.87	\$306.54-\$352.79
Chief Operator (Grade 11)	\$475.93-\$574.63 (\$466.60-\$563.36)	\$521.13-\$558.15	\$531.55-\$569.31
<u>Technical*</u>			
Grade 3	\$440.16-\$540.41 (\$431.53-\$529.81)	*	*
Grade 7	\$523.72-\$628.17 (\$498.78-\$598.26)	*	*

* Effective November 1, 1984, employees move to the nearest higher step on the single ladder structure wage grid.

Maximum rates are reached on merit, by passing qualifying tests at specific time intervals.

Lead Hand Premium: \$6, \$12, or \$18 (\$4.60) per week, depending on number of employees directed. Effective January 1, 1985, \$8, \$15 or \$20.

Regional Skill Allowance (new): Effective November 1, 1984, 20¢ per hour worked for Technical employee in Ontario at step level 14 or greater.

Bereavement Leave: Effective November 1, 1984, grandchild and grandparent are added to the provision for up to 3 day's paid leave.

Health and Welfare: Weekly Indemnity - Effective January 1, 1985, benefit is 75% (66 2/3%) of base pay to a maximum of \$400 (\$300) per week. Employee with 2 years of service and qualifying for a fourth-day claim will receive sick benefits once a year from the first day of the claim. Qualifying employee with 5 years of service will receive benefits twice a year from the first day of the claim. (Previously, 3-day waiting period for all claims.)

Extended Health Care - Effective November 1, 1984, plan is extended to include vision care benefit of \$75 per person every 24 months.

Dental Plan - Effective November 1, 1984, maximum reimbursement of \$1,000 (\$750) per person per calendar year. Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1985, the 1985 O.D.A. fee schedule.

Pension Plan: Survivor Income Benefit - Effective October 9, 1984, the no-penalty age provision is 15 (10) years.

Relocation Allowance: Effective November 1, 1984, employee receives reimbursement of 90% of transportation costs when relocating. (Previously, 80% of relocation cost.) Effective January 1, 1985, 100%.

WHOLESALE TRADE

Carriere Technical Industries Ltd. and Carr-Tech Distributing Ltd. at Scarborough
- Local 514, Electrical Workers (UE) (CLC): A 24-month first agreement effective from October 11, 1984 to October 11, 1986, covering 220 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 11/84</u>	<u>Oct. 11/85</u>
	General Increases	35¢	35¢
	Additional Adjustments	Some classification adjustments	

Hourly Rates

Job Class 4	\$5.18-\$5.85	\$5.53-\$6.20
Job Class 12	\$8.85-\$9.98	\$9.20-\$10.33

Employee who previously earned more than the rate negotiated will be Red Circled until the negotiated rate equals his/her personal rate.

Probationary period is 60 days worked. Maximum rates are reached after three 3-month increases.

Hours of Work: 8 hours per day or 40 hours per week. Employer may schedule a regular work week of 7 hours per day or 35 hours per week for afternoon shift.

Overtime Pay: Time and one-half for all hours worked beyond the regular hours and for all work performed on a Saturday. Double time for all work performed on a Sunday.

Shift Premium: 0-25¢-25¢.

Paid Rest Periods: A ten-minute break is scheduled in each half of a regular shift.

Reporting Pay: Employee who reports for work and work is not available shall receive 4 hours' regular pay. Incentive worker receives 4 hours' pay based on his/her average earnings of previous week.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and one floating holiday for a total of 9 days.

Holiday Pay: Time and one-half for all hours worked on paid holiday plus holiday pay.

Paid Vacation: 3 weeks after 5 years of service, 4 weeks after 14 years of service. Effective October 1, 1985, 4 weeks after 13 years of service.

Health and Welfare: Major Medical - Employer pays 50% of premium cost. No other details available at this time.

Bereavement Leave: 3 days' paid leave in the event of the death of spouse, parent, child, brother, sister, mother-in-law or father-in-law.

Jury Duty: No loss in regular pay.

RETAIL TRADE

Dominion Stores Limited and Thrift Stores at Windsor and Amherstburg - Locals 14045 and 14974, United Steelworkers (AFL-CIO/CLC) (full-time and part-time employees): A 21 1/2-month renewal agreement effective from October 7, 1984 to July 31, 1986, covering 490 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Previous agreement expired July 31, 1984.

Wages:	Effective	<u>Oct. 7/84</u>	<u>July 29/85</u>	<u>Oct. 7/85</u>
	General		2%	3%
	Increases			
	Other	Specialty		
	Adjustments	Service Clerk,		
		part-time		
		classification		
		added		

Dominion Stores

Weekly Rates

Full-time Employees

(Hired after October 1978)

Clerk A*	\$241.93-\$413.99 (\$241.93-\$413.99)	\$246.77-\$422.27	\$254.17-\$434.94
Clerk B*	\$247.45-\$437.96 (\$247.45-\$437.96)	\$252.40-\$446.72	\$259.97-\$460.12
Meat Cutter	\$439.01-\$465.50 (\$439.01-\$465.50)	\$447.79-\$474.81	\$461.22-\$489.05

Part-time Employees**

(Hired after
February 16, 1983)

	\$5.00	\$5.50	\$5.50
Students	(\$4.81-\$8.60)		
Non-Students	(\$4.85-\$8.60)		

	<u>Oct. 7/84</u>	<u>July 29/85</u>	<u>Oct. 7/85</u>
(Hired before February 16, 1983)			
Student	\$4.81-\$8.60	\$4.91-\$8.77	\$5.06-\$9.03
Non-Student	\$4.85-\$8.60	\$4.95-\$8.77	\$5.10-\$9.03

* Top rates for employees hired prior to October, 1978:
effective October 7, 1984, Clerk A - \$420.10; Clerk B - \$444.69.
Effective July 29, 1985, \$428.50 and \$453.58, respectively.
Effective October 7, 1985, \$441.36 and \$467.19, respectively.

** In December, 1983 the previous agreement was reopened by the parties and part-time rates were reduced by 75¢ per hour effective October 31, 1983.

Probationary period is 50 days worked for full-time employees and 3 months for part-time employees. Maximum rates for Clerk A and Clerk B are reached after ten 3-month increases, for Meat Cutter after four 3-month increases. For part-time employees hired prior to February 16, 1983: Students, after eight 3-month increases; and Non-Students, after two 6-month increases plus five 3-month increases.

Economic Adjustment:	Deleted. (Previously, 4 quarterly payments of \$91 in each year.)
Hours of Work:	35 (37) per week.
Overtime Pay (Part-time):	One and one-half times (two times) the regular hourly rate for working on Sunday.
Christmas Bonus (Full-time):	Effective October 7, 1984, Christmas Bonus is capped at the employee's 1984 wage rate.
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1985, \$22 (\$18) per month per year of service. Effective January 1, 1986, \$26.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Hospital Association at Toronto - Blue Cross Employees' Association (Ind.)
(office and clerical employees): A 24-month renewal agreement effective from August 24, 1984 to August 23, 1986, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	<u>Effective</u>	<u>Aug. 24/84</u>	<u>Aug. 24/85</u>
	Increase	5% on salary grid; 1.3% on actual rates, plus average 3.7% merit increase	Wage and benefit reopener

	<u>Aug. 24/84</u>	<u>Aug. 24/85</u>
<u>Biweekly Rates</u>		
Grade 40	\$445-\$600 (\$424-\$571)	
Grade 45	\$713-\$964 (\$679-\$918)	

Previous rates were adjusted downward to comply with the Inflation Restraint Act, 1982.

Probationary period is 60 days worked. Maximum rates are reached on merit.

Ontario Housing Corporation and Metropolitan Toronto Housing Authority at Toronto - Local 767, Canadian Union of Public Employees (CLC) (maintenance employees): A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 670 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
	General Increase	4.9%	5%
	Labourer	\$10.84 (\$10.33)	\$11.38
	Serviceman (General)	\$11.43 (\$10.90)	\$12.00
	Chief Operating Engineer	\$13.13 (\$12.52)	\$13.79
Shift Premium:	Effective July 1, 1984, 50¢ (45¢).		
On-Site Premium:	50¢ (45¢).		
Senior Premium:	Effective July 1, 1984, 65¢ (60¢) per hour over the rate of the highest paid employee supervised.		
Paid Vacation:	4 weeks after 9 (10) years of service and 5 weeks after 18 (19) years of service.		
Health and Welfare:	Dental Plan - Effective November 1, 1984, benefits are payable on a 75%-25% (60%-40%) co-insurance basis. Coverage is based on the current year's (1983) Ontario Dental Association fee schedule.		
On-Site Allowance:	Effective July 1, 1984, \$248 (\$236) per month for on-site caretaker with unfurnished living accommodation supplied by the employer. Effective January 1, 1985, \$260.		

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic School Board at Nepean - Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/84	Jan. 1/85
	General Increase	1%	5%, not compounded
	Teacher-Category 1 0-7 years	\$15,319-\$22,444 (\$15,167-\$22,222)	\$15,925-\$23,333
	Teacher-Category 4 0-12 years	\$20,241-\$33,391 (\$20,041-\$33,060)	\$21,043-\$34,713
	Teacher-Category 7 0-14 years	\$25,162-\$44,888 (\$24,913-\$44,444)	\$26,159-\$46,666
	Co-ordinator	\$41,384-\$48,803 (\$40,974-\$48,320)	\$43,023-\$50,736
	<u>Principal</u>		
	Less than 600 pupils	\$42,309-\$49,571 (\$41,890-\$49,080)	\$43,985-\$51,534
	601 pupils and over and Senior Elementary Schools	\$44,561-\$51,843 (\$44,120-\$51,330)	\$46,326-\$53,897
Responsibility Allowances:	Vice-Principal of Elementary School	\$177 (\$175)	\$184
	Teacher Designate	\$636 (\$630)	\$662
	Consultant	\$2,117 (\$2,096)	\$2,201
	Department Chairman of Senior School	\$424 (\$420)	\$441
Special Education Allowance:	Elementary Certificate	\$478 (\$473)	\$497
	Intermediate Certificate	\$781 (\$773)	\$812
	Supervisor's Certificate	\$1,081 (\$1,073)	\$1,127

Halton Board of Education at Burlington - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,347 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/84
	Increase	4.4% for Teachers and Principals; average 6.1% for Vice-Principals
	Teacher-Category D 0-5 years	\$15,390-\$22,108 (\$14,741-\$21,176)
	Teacher-Category A1 0-9 years	\$21,497-\$35,120 (\$20,591-\$33,640)
	Teacher-Category A4 0-12 years	\$26,181-\$44,645 (\$25,078-\$42,763)

Sept. 1/84

Vice-Principal	\$44,700-\$47,380
0-3 years	(\$41,518-\$44,944)

Principal

B School	\$47,716-\$52,776
0-3 years	(\$45,705-\$50,149)

A School	\$47,716-\$54,464
0-4 years	(\$45,705-\$52,169)

Responsibility Allowances: Increased by 4.4%.

Health and Welfare: Vision Care - Effective November 1, 1984, maximum claim for prescription eyeglasses is \$80 (\$60) per person every 24 months.

Dental Plan - Effective January 1, 1985, employer pays 70% (80%) of premium cost. Coverage is based on the current year's (1981) Ontario Dental Association fee schedule and is extended to include orthodontics (new).

Special Services Liaison Allowance: Eliminated. (Previously, \$3,434.)

Paternity Leave (new): 1 day's paid leave to attend delivery of employee's child.

Hamilton City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,400 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/84

General Increase	4.25%*
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Teacher-Category D	\$14,590-\$21,921
0-6 years	(\$13,995-\$21,027)

Teacher-Category A1	\$20,832-\$34,846
0-11 years	(\$19,983-\$33,425)

Teacher-Category A4	\$24,999-\$44,507
0-11 years	(\$23,980-\$42,693)

Vice-Principal	\$44,338-\$45,662
0-2 years	(\$42,530-\$43,800)

Principal

Category A	\$46,654-\$50,822
0-5 years	(\$44,752-\$48,750)

Category B	\$50,822-\$52,477
0-2 years	(\$48,750-\$50,338)

Sept. 1/84

Supervisor \$51,463-\$55,227
0-2 years (\$49,365-\$52,976)

* Employees whose merit increases were withheld under the \$35,000 provision of the Inflation Restraint Act, 1982, move to the salary level appropriate for their length of service.

Responsibility Increased by 4.25% for Consultant, Adjustment Counsellor,
Allowances: Co-ordinator of Enrichment, Staff Assistant, Assistant to Principal, and Outdoor Education Counsellor.

ent County Board of Education at Chatham - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 549 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Mar. 1/85</u>
Average Increases		4.3%	1.2%
Teacher-Category 1 0-5 years		\$15,750-\$21,900 (\$15,094-\$21,000)	\$15,950-\$22,200
Teacher-Category 4 0-10 years		\$20,475-\$34,725 (\$19,646-\$33,296)	\$20,750-\$35,150
Teacher-Category 7 0-11 years		\$24,400-\$43,700 (\$23,357-\$41,895)	\$24,685-\$44,210
Principal 0-3 years		\$47,225-\$52,625 (\$45,281-\$50,463)	\$47,825-\$53,300
Responsibility Allowances:	Vice-Principal and Supervisor Co-ordinator	\$3,250 (\$3,150) \$4,875 (\$4,725)	

Post Graduate Degree Allowance: \$650 (\$600) per year.

Per Diem Allowance (Occasional Teacher): \$78.00 (\$73.50) and \$61.00 (\$57.75) respectively for teacher with and without a recognized university degree teaching less than 20 consecutive days.

Acting Principal Allowance: \$550 (\$525) per year.

Health and Welfare: Dental Plan - Employer pays monthly premium for full-time employees to a maximum of \$18.75 (\$13.14) family coverage and \$7.67 (\$5.38) single coverage.

Lakehead Board of Education at Thunder Bay - Local 2486, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 235 employees, settled at the post conciliation bargaining state. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	4% plus 19¢ per hour
	Cafeteria	\$7.157 (\$6.699)
	Head Custodian- Secondary School	\$11.360-\$11.664 (\$10.740-\$11.033)
	Maintenance A- with Trade or 5 years of experience	\$12.458-\$12.765 (\$11.796-\$12.091)

Probationary period is 3 months. Maximum rates are reached after three 6-month increases.

Clothing Allowance: \$165.24 (\$162.00) per year for employee working 40 hours per week, pro-rated for less than 40 hours.

Lambton County Roman Catholic Separate School Board at Sarnia - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 400 employees, settled at the post mediation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Mar. 1/85</u>
	General Increases	2%	3%
	Teacher-Category D 0-6 years	\$15,766-\$22,112 (\$15,457-\$21,678)	\$16,239-\$22,775
	Teacher-Category A1 0-10 years	\$20,408-\$34,085 (\$20,008-\$33,417)	\$21,020-\$35,108
	Teacher-Category A4 0-10 years	\$24,703-\$42,255 (\$24,219-\$41,426)	\$25,444-\$43,523
	Effective	<u>Sept. 1/85</u>	<u>Feb. 2/86</u>
	General Increases	*	*

* Second year wage increases will be equivalent to the percentage increase in the Consumer Price Index for the year ended August 31, 1985. The increase effective September 1, 1985 is one-quarter of the resulting dollar amount, and the increase effective February 2, 1986 is three-quarters of the resulting dollar amount.

Responsibility Allowance: Assistant to Principal - Schools under 10 rooms - Grid placement plus 2.5% (\$600).

Paid Sick Leave: Maximum accumulation of 250 (230) days.

Health and Welfare: Dental Plan - Coverage is based on the 1982 (1980) Ontario Dental Association fee schedule.

Travel Allowance: 22¢ (21¢) per kilometer for the first 4,000 kilometers and 18¢ (17¢) per kilometer from 4,000 to 15,000 kilometers.

Metropolitan Separate School Board at Toronto - Local 1280, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 742 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/84</u>
	General Increase	5%
	Matron	\$9.43 (\$8.98)
	Head Caretaker (varies by size of school)	\$11.83-\$13.91 (\$11.27-\$13.25)
	Plumber	\$17.70 (\$16.86)

Shift Premium: Effective October 14, 1984, 0-43¢-43¢ (0-41¢-41¢).

Lead Hand Premium: Effective October 14, 1984, 33¢ (31.5¢) per hour worked.

Paid Vacation: Effective January 1, 1985, 4 weeks after 9 (10) years of service.

Health and Welfare: Dental Plan - Effective October 1, 1984, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Car Allowance: Effective November 1, 1984, \$260 (\$225) per month for maintenance employee required to use own car.

Travel Allowance: Effective November 1, 1984, 33¢ (30¢) per mile or 20.5¢ (18.6¢) per kilometer with a minimum of \$1.50.

Perth County Board of Education at Stratford - Federation of Women Teachers Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/84</u>
	Increase	4.25% for Teachers, .19%-1.35% for Principal- A School

Sept. 1/84

Classification Adjustment	Principal-B School classification eliminated, reclassified to Principal-A School
Teacher-Category D 0-6 years	\$15,498-\$21,774 (\$14,866-\$20,866)
Teacher-Category A1 0-11 years	\$20,141-\$34,110 (\$19,320-\$32,719)
Teacher-Category A4 0-12 years	\$24,131-\$43,582 (\$23,147-\$41,805)
Principal-A School 0-2 years	\$49,339-\$52,059 (\$49,245-\$51,366) A School (\$45,958-\$49,193) B School
Responsibility Allowances:	Principal-C School, Vice-Principal and Consultant \$3,831 (\$3,675)
	Itinerant Teacher \$547 (\$525)
	Special Education \$766 (\$735)
	Teacher (with certificate)
	French Teacher Eliminated (\$420)
Maternity Leave:	Employer pays 80% of fringe benefits for 17 weeks during maternity period (new).

Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Seperate School Board at Peterborough - Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective <u>Sept. 1/84</u>
General Increase	\$1,071
Teacher-Level 1 0-6 years	\$16,947-\$21,886 (\$15,876-\$20,815)
Teacher-Level 4 0-12 years	\$20,945-\$34,822 (\$19,874-\$33,751)
Teacher-Level 7 0-12 years	\$24,238-\$43,407 (\$23,167-\$42,336)

Responsibility Allowances: Increased by 4%.

Early Retirement Incentive Plan (new): Eligible employee who elects early retirement will receive a payment related to age, as follows: employee aged 55 to 57 receives \$10,000; employee aged 58 to 60 receives \$7,000; and

employee aged 61 to 64 receives \$4,000. Effective September 1, 1985, employees not retiring at the earliest eligible date receive one-half of the sum applicable to the age group when retirement occurs.

Renfrew County Roman Catholic School Board at Pembroke - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984, to August 31, 1985, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	3%
	Teacher Category D 0-9 years	\$15,493-\$23,743 (\$15,040-\$23,049)
	Teacher Category A1 0-11 years	\$18,505-\$35,160 (\$17,964-\$34,133)
	Teacher Category A4 0-12 years	\$24,058-\$43,485 (\$23,355-\$42,214)

Responsibility Allowances: Increased by 3%.

Health and Welfare: Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 4, Canadian Educational Workers (Ind.) (part-time and sessional instructors): A 24-month renewal agreement effective August 16, 1984 to August 15, 1986, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Aug. 16/84</u>	<u>Aug. 16/85</u>
	General Increase	4.6%	4%***
	Additional Adjustment	3.37%*	
	<u>Basic Annual Salary**</u>		
	C1 (PT1)	\$22,132.31*	\$23,017.23
	C2 (S1/PT2)	\$23,161.58	\$24,088.33
	C3 (S2/PT3)	\$24,191.89	\$25,159.44
	C4 (S3/PT4)	\$25,222.20	\$26,230.54
	C5 (S4/PT5)	\$26,507.73	\$27,568.38
	C6 (S5/PT6)	\$27,793.27	\$28,905.16
	C7 (S6/PT7)	\$29,086.12	\$30,249.27
	C8 (S7/PT8)	\$30,371.66	\$31,586.06
	C9 (S8/PT9)	\$31,657.19	\$32,923.90
	C10 (S9/PT10)	\$32,942.72	\$34,260.68
	C11 (S10)	\$34,228.26	\$35,597.47

	<u>Aug. 16/84</u>	<u>Aug. 16/85</u>
C12	\$35,513.79	\$36,934.26
C13		\$38,545.10
C14		\$40,147.57
C15		\$41,751.09
C16		\$43,360.88

* The additional adjustment of 3.37% is the weighted average effect of restructuring employment terms and salary classifications.

Previous Sessional classifications S1 to S10 and Part-time classifications PT1 to PT10 have been combined into a new Departmental Experience Level classifications C1 to C16, with implementation over 2 years. Salaries were previously expressed in dollars per month for Sessional appointments, and in dollars per semester-hour for Part-time appointments.

The new Basic Annual Salaries apply to full-teaching, two-semester sessional appointments; pay for other appointments is pro-rated.

** Includes pro-rata payment for statutory holidays falling within the period of appointment and pro-rata vacation pay.

*** The general increase effective August 16, 1985 to match the total percentage increase negotiated in 1985 by the Ryerson Faculty Association.

University of Toronto - Local 204, Service Employees International (AFL-CIO/CLC):

A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 693 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/84</u>
	General Increase	43¢
	Housemaid	\$8.38 (\$7.95)
	Chief Maintenance Worker	\$10.72 (\$10.29)
Helper I	Elevator Mechanic	\$11.48 (\$11.05)

Paid Vacation: 3 weeks plus 1 day after 6 years of service, 3 weeks plus 2 days after 7 years, 3 weeks plus 3 days after 8 years and 3 weeks plus 4 days after 9 years (new). Also, 3 weeks after 2 years of service, 4 weeks after 10 years of service and 5 weeks after 25 years of service (unchanged.)

Paid Maternity Leave: Effective October 14, 1984, 95% of regular pay for first two weeks, and the difference between 95% of regular pay and U.I.C. benefit for next 15 weeks. (Previously, 100% of regular pay for 15 weeks based on accumulated sick leave credits.)

Bereavement Leave: 3 (1) days' paid leave on death of grandchild.

Meal Allowance: Effective October 14, 1984, \$6 (\$4.50).

Safety Shoe Allowance: \$50 (\$35) per year.

York University at Toronto - Local 3, Canadian Educational Workers (Ind.) (part-time faculty, Unit 1 and Unit 2): Two 12-month renewal agreements effective from September 1, 1984 to August 31, 1985, covering 1,500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

Wages: 1984-85 wage and salary rates to be determined by final offer arbitration.

Aug. 31/84

Course Director (Units 1 and 2),
Writing Workshop Instructor
(Unit 2) \$6,015 per assignment

Tutor 1 (Tutorial Leader), Tutor 6 (Studio Instructor),
Instructor (Faculty of Education - Unit 2), Tutor 7 (Miscellaneous - Unit 1) \$2,005 per assignment

Tutor 2 (Demonstrator: 3 lab hrs./wk.) \$2,153 per assignment

Tutor 3 (Marker/Grader), Tutor 4 (Individual Tutor) \$13.65 per hour

Tutor 5 (College Tutorial Leader) \$2,415 per assignment

Coach (Fine Arts) \$16.25 per hour

Writing Workshop Assistant (Unit 1) \$13.75 per hour

Computer Centre Adviser \$7.75 per hour

Teaching Assistantship - Unit 1 (10 hours per week) \$5,250 per academic year

Authorized Replacement: Tutor 1 and Lecturer Replacement - \$53.35 per hour. Tutor 2 - \$20.10 per hour.

The following provisions are effective September 1, 1984.

Sick Leave:	Maximum allowance in paid days is 3/35 (1/13) of the period of contract appointment.
Maternity Leave:	Maximum allowance in paid days is 4/35 (1/13) of the period of contract appointment.
Paternity Leave (new):	Maximum allowance in paid days is 1/35 of the period of contract appointment on the occasion of the birth of his child.
Adoption Leave:	Maximum allowance in paid days is 3/35 (1/13) of the period of contract appointment.
Bereavement and Family Illness Leave:	Maximum allowance in paid days is 3/35 (1/13) of the period of contract appointment.
Emergency Leave (new):	Maximum allowance in paid days is 2/35 of the period of contract appointment.
Conference Leave:	Maximum allowance in paid days is 2/35 (1/13) of the period of contract appointment.
Thesis Allowance:	\$100 maximum reimbursement towards the cost of production of the final form of a Major Research Paper (new), \$200 (\$150) for a Master's Thesis Paper and \$300 (\$200) for a Doctoral dissertation.
Mileage Allowance:	20¢ (18¢) per kilometre.
Visa Student Bursary Fund (new):	\$50,000 to assist graduate student employees with the payment of tuition fees.
Equipment Allowance (new):	\$5,000 one-time payment towards the purchase of a photocopy machine.
Note: The following provisions apply only to Unit 2.	
Research and Travel Fund:	\$21,000 (\$20,000) is provided to support research and professional travel grants.
Research Grants:	6 (5) annual grants of \$5,000 each are provided for the purpose of individual research or advanced study.
Tutor 5 Fund (new):	\$50 for expenses incurred in conducting a "1000-level" College Course, and an additional maximum of \$50 from the Special Fund.
Special Fund (new):	\$400 per appointment per Lecturer and above, to be distributed into the Research and Travel Fund, the Tutor 5 Fund, and as Research Grants. Maximum \$5,000 to be used to supplement the purchase of a photocopy machine.

York University at Toronto - Local 1356, Canadian Union of Public Employees (CLC)
(maintenance, services and plant operations employees): A
12-month renewal agreement effective from May 1, 1984 to April
30, 1985, covering 251 employees, settled at the bargaining
stage. Duration of negotiations - 6 1/2 months

Wages:	Effective	<u>May 1/84</u>
	General Increase	5%
	Cleaner I (Days)	\$8.43 (\$8.03)
	Trades III (includes Electrician)	\$14.89 (\$14.18)
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1984 (1981) Ontario Dental Association fee schedule.	

York University at Toronto - York University Staff Association (CCU) (office, clerical, laboratory, and technical employees): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 950 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/84</u>
	Average Increase	5.9% with a minimum of \$1,060 per year
	<u>Annual Rates</u>	
	File Clerk (Grade 2)	\$15,835 (\$14,775)
	Craftsman 2	\$24,298 (\$22,944)
	Media Maintenance/ Operator Technician 4	\$36,903 (\$34,847)
	<u>Start Rate</u> - 96% of Job Rate.	

Health and
Welfare: Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective in 1985, the 1985 O.D.A. fee schedule.

Meal Allowance: \$5.00 (\$4.50).

Training Program
Fund (new): Employer allocates \$20,000 for a joint committee to establish a Training Program Centre.

HEALTH AND WELFARE SERVICES

Hamilton-Wentworth Regional Municipality, Macassa Lodge, at Hamilton - Local 167, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from February 1, 1984 to January 31, 1985, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/84</u>
	General Increase	5%
	Maid	\$7.882-\$8.418 (\$7.506-\$8.017)
	R.N.A.	\$9.254-\$9.728 (\$8.813-\$9.265)
	Occupational Therapist	\$11.910-\$14.468 (\$11.343-\$13.779)

Probationary period is 60 working days. Maximum rate for Maid and R.N.A. is reached after 2 annual increases and for Occupational Therapist after 4 annual increases.

PERSONAL SERVICES

The Hotel Association of Metropolitan Toronto - Local 280, Hotel Employees (AFL-CIO/CLC): A 25-month renewal agreement effective from September 1, 1984 to September 30, 1986 covering 250 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	3%	2%
	<u>Weekly Rates*</u>		
	Waiter	\$186.45 (\$181.02)	\$190.18
	Service Bartender	\$269.84 (\$261.99)	\$275.25

* Employee working less than 36 hours per week is paid on an hourly basis, which is slightly higher (unchanged).

Cost of Living Allowance: 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, triggered at a 5 point rise occurring during the corresponding 6 months. Adjusted and payable as a lump sum semi-annually. (Basic formula is unchanged.)

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC) (institutional care services category): A 12-month agreement effective from January 1, 1984 to December 31, 1984, covering 5,476 employees, settled by arbitration. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	6.5%
	Ambulance Officer 2	\$11.12-\$11.78 (\$10.44-\$11.06)

Jan. 1/84

Weekly Rates

Child Care Assistant 1 (40 hours per week)	\$283.77 (\$266.45)
Child Care Worker 1 (40 hours per week)	\$382.02-\$403.66 (\$358.70-\$379.02)
Child Care Worker 4 (36 1/4 hours per week)	\$481.69-\$556.75 (\$452.29-\$522.77)

Probationary period is one year. Maximum rates are reached in annual steps on merit.

LOCAL ADMINISTRATION

Halton Regional Board of Commissioners of Police at Oakville - Police Association
Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Jan. 1/84

Average Increase 5%

Annual Rates

Constable	\$21,000
Fourth Class	(\$20,655.16)
Constable	\$32,850
First Class	(\$31,285.10)
Staff Sergeant	\$39,000
	(\$36,249.97)

Health and Welfare: Dental Plan - Rider #2 is added to Blue Cross Dental Plan #7.

Meal Allowance: Maximum \$5.50 (\$3.75).

Niagara Regional Board of Commissioners of Police at Thorold - Police Association
(Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 574 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Jan. 1/84 July 1/84

General Increases 4% 1.51%

Annual Rates

Cadet III	\$17,341.41 (\$16,674.43)	\$17,603.26
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	<u>Jan. 1/84</u>	<u>July 1/84</u>
Constable 1st Class	\$32,620.61 (\$31,365.97)	\$33,113.18
Staff Sergeant	\$38,432.33 (\$36,954.16)	\$39,012.66
Health and Welfare:	<u>Dental Plan</u> - Effective October 9, 1984, orthodontic coverage added with a lifetime maximum of \$1,000 and 50%-50% co-insurance (new). Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective April 1, 1984, the 1984 O.D.A. fee schedule.	
Clothing Allowance:	Maximum \$771.75 (\$735) per year for plain clothes.	
Cleaning Allowance:	Maximum \$110 (\$100) per year.	
Meal Allowance:	\$5 (\$4).	

Sault Ste. Marie City Corporation (Works Dept.) - Local 3, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from February 1, 1984 to January 31, 1985, covering 200 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	<u>Effective</u>	<u>Feb. 1/84</u>	<u>Sept. 1/84</u>
	General Increases	3%	10¢
	Job Class 2 (includes Labourer)	\$9.96 (\$9.67)	\$10.06
	Job Class 11 (includes Electrician)	\$12.95 (\$12.57)	\$13.05
	Previous rates are adjusted downward to comply with the Inflation Restraint Act, 1982.		
Health and Welfare:	<u>Vision Care</u> - Effective August 1, 1984, \$100 (\$60) every 24 months.		
	<u>Dental Plan</u> - Effective August 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.		
Meal Allowance:	\$5.00 (\$4.50).		
Tool Allowance:	\$55 (\$50) per year for Mechanic.		

Addendum

May 1984 Settlement

CONSTRUCTION

Ontario Masonry Contractors Association at OLRB Area 15, Residential Agreement* - Local 7, Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers): A 24-month first agreement effective from May 1, 1984 to April 30, 1986, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 18 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	Increase		83¢
	Journeyman	\$17.47	\$18.30

Note: Above rates include vacation pay and employer contribution to pension and welfare funds.

* Applies to residential construction up to and including 6 stories. Above 6 stories, the ICI agreement applies.

September 1984 Settlement

CONSTRUCTION

The Maintenance and Service Contractors Association, Canada-wide - Local 787, Plumbers (AFL-CIO/CFL): A 21-month first agreement effective from May 1, 1984 to January 27, 1986, covering 300 Ontario employees, settled at the bargaining stage and the Ontario Appendix ratified in September, 1984. Duration of negotiations - 7 months.

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	General Increase		\$1.10
	Zone 4 (northern Ontario)	\$22.11	\$23.21
	Zone 1 (Toronto area)	\$23.76	\$24.86

Rates shown above include vacation pay and employer contributions to welfare and pension funds.

Hours of Work: 8 hours per day, 40 hours per week.

Stand-by Pay: 1/2 hour at straight time rate on weekdays, 1 hour at straight time rate on weekends and holidays.

Overtime Pay: Time and one-half.

Bereavement Leave: Maximum 3 days' paid leave on death of child, parent, brother, sister, spouse or spouse's parent.

Jury Duty:	\$25 per day to a maximum 4 calendar weeks or 20 working days.
Mileage Allowance:	40¢ per kilometre or \$15 per day, whichever is greater, to a maximum of \$50 per week.
Joint Training and Apprenticeship Training Fund:	Employer contributes 4¢ per hour worked.
Industry Fund:	Employer contributes 4¢ per hour worked.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
NOVEMBER 1984

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	507
November 1984 Settlements	
Food and Beverage	511
Leather	512
Knitting Mills	512
Paper and Allied	513
Primary Metal	516
Metal Fabricating	517
Transportation Equipment	519
Miscellaneous Manufacturing	526
Forestry	527
Transportation	528
Communication	530
Retail Trade	531
Education and Related Services	535
Health and Welfare Services	546
Federal Administration	548
Local Administration	549
Construction	552
Addenda	
September 1984 Settlement	553
October 1984 Settlements	553

Highlights

Retail Food: A number of agreements were concluded during November by the Food and Commercial Workers, Retail wholesale Employees and Teamsters with Dominion Stores Ltd and Steinberg Inc in separate negotiations. More than 10,000 employees were affected.

Five agreements between Dominion Stores and the Retail Wholesale Employees, covering 8,900 employees, provided no pay increase in the first year of the agreement, and 0-5 percent increase to full-time employees in the second year. The economic adjustment of \$91 per quarter paid to full-time employees under the previous agreement was continued. The company's contribution to the dental plan was increased to 12 cents per hour worked, from 8 cents; and the pension rate was increased to a maximum of \$26 a month for each year of service from \$18.

At Steinberg, 1,200 store employees covered by two one-year agreements with the Food and Commercial Workers received no pay increase. The \$91 quarterly economic adjustment paid to full-time employees under the previous agreement was continued; the Christmas bonus for part-time employees, which varies with seniority, was increased by \$5; and the company's contributions to the group insurance and dental plans were increased by 8.5 cents and 2 cents per hour worked, respectively.

At Steinberg's Miracle Food Mart Div, a pay increase of \$1.00 an hour was granted to full-time employees in the second year of a two-year agreement with the Teamsters, covering 309 distribution and warehouse employees; and a shift premium of 20 cents per hour was established for part-time employees for the first time.

Hospital Settlements: About 17,500 full-time and part-time service, clerical and technical employees were covered by a one-year settlement negotiated jointly by 71 hospitals with the Canadian Public Employees. Wages in the 95 agreements affected were increased 5 percent, with additional equity adjustments for registered technologists at three of the hospitals. Other changes called for standardization of the language of working condition and benefit provisions in the agreements.

An arbitration award settled contract terms for 10,115 employees represented by the Service Employees union at 47 hospitals. The award granted pay increases of 5 percent, minimum 50-cents-per-hour, on June 2, 1984, and 2 percent, minimum 20-cents-per-hour, on June 1, 1985. Additional adjustments of 22, 23 and 34 cents per hour were paid to certain classifications at one hospital. A new provision will pay employees on maternity leave the difference between 75 percent of their pre-leave wages and unemployment insurance benefits for a maximum of 15 weeks, following a two-week waiting period. Other terms of the award included establishment of central and local committees to discuss job security in connection with the introduction of new technology, contracting-out, and part-time and volunteer work.

Index to Settlements Reported, November 1984

Employer and Location	Union	Page
Bata Industries Ltd., (Footwear Div.), Batawa and Trenton	Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse empls.)	512
Bendix Safety Restraints Ltd., Div. of Allied Canada Inc., formerly Daal Specialties (Canada) Inc., Collingwood	Auto Workers (CLC)	519
Boise Cascade Canada Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC)	513
Brant County Board of Education, Brantford	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	535
Canada Post Corp., system-wide	Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	553
Canadian Automatic Sprinkler Assn., Canada-wide except Quebec and British Columbia	Plumbers (AFL-CIO/CFL)	552
Canadian Broadcasting Corp., system-wide	Newspaper Guild (AFL-CIO/CLC)	530
Canadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	517
Carleton Roman Catholic Separate School Board, Ottawa	Employees Assn. (Ind.) (full-time and part-time maintenance, plant operations and transportation empls.)	556
Carleton University, Ottawa	CUPE (CLC) (graduate and undergraduate student part-time teachers)	544
Davidson Rubber Co. Ltd., Port Hope	Rubber Workers (AFL-CIO/CLC)	526
Dominion Chain, Div. of Dominion Chain Inc., Stratford	Machinists (AFL-CIO/CLC)	518
Dominion Stores Ltd., Sault Ste. Marie and various centres in northern Ontario	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	531
Dominion Stores Ltd., Sudbury	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	532
Dominion Stores Ltd., Toronto and various other centres throughout southern Ontario	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	533

Index to Settlements Reported, November 1984

Employer and Location	Union	Page
Durham Regional Municipality, Whitby	CUPE (CLC) (inside empls.)	541
Elgin County Board of Education, St. Thomas	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	536
Etobicoke City Corp.	Ont. Fire Fighters (Ind.)	550
Ford Motor Co. of Canada Ltd., Bramalea and Windsor	Auto Workers (CLC) (office, clerical and technical empls.)	524
Ford Motor Co. of Canada Ltd., Windsor, Bramalea, Oakville, Niagara Falls and St. Thomas	Auto Workers (CLC) (hourly rated empls.)	520
Great Lakes Forest Products Ltd., Thunder Bay Woodlands Operations and Dryden Woodlands Operations	Carpenters (AFL-CIO)	527
Halton Board of Education, Burlington	Ont. Secondary School Teachers' Fed. (Ind.)	536
Harvey Woods Ltd., (Underwear and Hosiery Divs.), Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	512
Hawker Siddley Canada Inc., Orenda Div., Mississauga	Machinists (AFL-CIO/CLC)	525
Huron County Board of Education, Clinton	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	537
Leeds and Grenville County Board of Education, Brockville	Ont. Secondary School Teachers' Fed. (Ind.)	537
London Board of Education	CUPE (CLC) (full-time and part-time teaching assistants, office and clerical empls.)	538
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	511
Metropolitan Toronto Library Board	CUPE (CLC) (full-time and part-time librarians, library assistants, maintenance, office and clerical empls.)	545
Mississauga City Corp.	Ont. Fire Fighters (Ind.)	550
Mississauga City Corp., Transit Div.	Transit Union (AFL-CIO/CLC)	528

Index to Settlements Reported, November 1984

Employer and Location	Union	Page
Niagara South Board of Education, Welland	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	538
Niagara South Board of Education, Welland	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	539
North York Public Library Board	CUPE (CLC)	546
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, counsellors and librarians)	543
Ottawa Civic Hospital and 70 other hospitals, province-wide	CUPE (CLC) (full-time and part-time service, office, clerical and paramedical empls.)	546
Oxford County Board of Education, Woodstock	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	540
Paperboard Industries Corp., Trent Valley Paperboard Mills Div., formerly Miller Brothers Co. (1962) Ltd., Trenton	Cdn. Paperworkers (CLC)	514
Petro-Canada Products Inc., Toronto, Mississauga and Oakville	Energy and Chemical Workers (CLC)	553
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL)	515
Steinberg Inc. (Miracle Food Mart Div.), province-wide	Teamsters (Ind.) (Distribution Centre or satellite warehouse empls.)	534
Steinberg Inc. (Miracle Mart Div.), Toronto and other centres in Ontario except the eastern counties	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time department store empls.)	555
Steinberg Inc., Ottawa and other centres in Ontario, Hull and Pointe-Gatineau in Quebec	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	534
Stelco Inc. (Page-Hersey Works and Welland Tube Works), Welland	Electrical Workers (UE) (CLC)	516
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL) (service empls.)	547
Sunnybrook Medical Centre and 46 other hospitals, province-wide	Service Employees Intl. (AFL-CIO/CLC)	548

Index to Settlements Reported, November 1984

Employer and Location	Union	Page
Toronto City Corp.	Ont. Fire Fighters (Ind.)	551
Toronto Metropolitan Area School Boards	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	540
Travelways School Transit Ltd., (Mississauga Div.), Mississauga	Railway, Transport and General Workers (CLC)	529
Treasury Board of Canada, province-wide	Council of Graphic Arts Union (4 AFL-CIO/CLC unions) (printing operations, non-supervisory empls.)	548
ULS International Inc., formerly Upper Lakes Shipping Ltd., Great Lakes, St. Lawrence Seaway and coastal areas	Railway, Transport and General Workers (CLC)	530
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	544
Waterloo County Board of Education, Kitchener	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	541
Waterloo County Board of Education, Kitchener	Ont. Secondary School Teachers' Fed. (Ind.)	542
Waterloo Regional Board of Commissioners of Police, Waterloo	Police Assn. (Ind.)	551

FOOD AND BEVERAGE

Maple Lodge Farms Limited at Norval - Local 1105P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 12, 1984 to October 12, 1986, covering 451 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 12/84	Oct. 12/85
	General Increases	30¢	35¢
	Group 1 (General Help, Plant and Yardmen)	\$9.35 (\$9.05)	\$9.70
	Group 2 (Delivery Driver, Local Runs)	\$10.31 (\$10.01)	\$10.66
	Group 8 (Shipper)	\$10.49 (\$10.19)	\$10.84

Start Rates (new) - For employees hired after October 26, 1984, 75% of job rate. Job rate is reached after five 2-month increases.

Holiday Pay: Live Haul Drivers - \$109.20 (\$106). Effective October 12, 1985, \$112.50.

Health and Welfare: Weekly Indemnity - Benefit is \$200 per week for labour groups 1-3 and \$240 per week for labour groups 4-8, payable on the first day of accident or hospitalization and fourth day of illness, for a period of between 8 and 26 weeks, depending on seniority. (Previously, benefit was equal to U.I.C. maximum payable on a 1/4/15 basis.)

Medical Plan - Plan is extended to include vision care with maximum claim of \$80 per person every 24 months (new).

Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective October 12, 1985, the 1985 O.D.A. fee schedule. For employees hired after October 26, 1984, 50%-50% co-insurance during first year of employment, 75%-25% co-insurance during second year, and no co-insurance from third year on (new).

Lay-Over Pay: Live-Haul Drivers - \$109 (\$97) per day, when drawing birds from the U.S.

Delivery Drivers - \$20 (\$18.80) for night stop-over.

Safety Shoe Allowance: \$20 (\$17.50) per year.

LEATHER

Bata Industries Limited (Footwear Division) at Batawa and Trenton - Local 1979, Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse employees): A 24-month renewal agreement effective from October 4, 1984 to October 3, 1986, covering 550 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 4/84</u>	<u>Oct. 4/85</u>
	General Increases*	4%	4%
	Cleaner	\$5.71 (\$5.49)	\$5.938
	Laboratory Operator	\$7.207 (\$6.93)	\$7.495
	Leather Dispatcher	\$8.372 (\$8.05)	\$8.707

* Applies to hourly rate and piece work rate schedules.

Cost of Living Allowance: 25¢ per hour "add-on" (unchanged).

Shift Premium: 0-24¢-27¢ (0-22¢-25¢). Effective October 4, 1985, 0-25¢-28¢.

Health and Welfare: Life Insurance - Benefit is \$15,000 (\$10,000).

Pension Plan: Basic Benefit - \$10.50 (\$6.50) per month per year of service.

KNITTING MILLS

Harvey Woods Limited (Underwear and Hosiery Divisions) at Woodstock - Locals 986T and 1300, Clothing and Textile Workers (AFL-CIO/CLC): Two 21 1/2 month renewal agreements effective from November 13, 1984 to August 31, 1986, covering 440 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months. Previous agreement expired August 31, 1984.

Wages:	Effective	<u>Nov. 19/84</u>	<u>Sept. 1/85</u>
	Increases		
	Non-incentive	40¢	34¢
	Incentive	33¢	31¢
	Additional Adjustment	Existing add-on of 41¢ for hourly employees and 34¢ for incentive operators are folded into the base rates	

Nov. 19/84

Sept. 1/85

Underwear Division

Cloth Inspector	\$5.93 (\$5.12)	\$6.27
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Maintenance Mechanic Class "A"	\$8.90 (\$8.09)	\$9.24
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Shift Premium: 0¢-15¢-20¢ (0¢-13¢-18¢).

Bereavement Leave: Effective September 1, 1985, 3 (1) day's paid leave upon death of a grandchild.

Health and Welfare: Life Insurance - Effective December 1, 1984, benefit is \$5,000 (\$4,000).

Weekly Indemnity - Effective August 1, 1986, benefit is payable to an outpatient on the first day of illness (new).

Long Service Sick Leave Plan: Maximum of 5 day's paid sick leave per year for employees with 25 or more years of service. Unclaimed benefit days are paid to the employee at year end. (Previously, 1 day per month; frozen beginning July 1983.)

PAPER AND ALLIED

Boise Cascade Canada Ltd. at Fort Frances and Kenora - Locals 92 and 1330, United Paperworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, covering 789 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
Increases	2.5%		5¢ to rates excluding maintenance, plus 4% to all rates	5%
Labourer	\$12.83 (\$12.52)		\$13.40	\$14.07
Swing Loader Operator	\$14.11 (\$13.77)		\$14.73	\$15.47
Sr. Journeyman (includes Painter and Saw Filler)	\$17.44 (\$17.01)		\$18.14	\$19.05

Shift Premium: Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Health and Welfare: Semi-Private Hospitalization - Employer pays up to a maximum of \$3.00 (\$1.50) per month for single coverage and \$6.00 (\$3.00) per month for family coverage.

Long Term Disability Plan - Claims to be offset by the current CPP payments. (Previously, offset by future increases in CPP payments.)

Dental Plan - Effective May 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Bridging Supplement - \$18 (\$16) per month per year of service to a maximum of 30 years.

Paperboard Industries Corp., Trent Valley Paperboard Mills Division, formerly Miller Brothers Company (1962) Ltd., at Trenton - Local 1489, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from September 15, 1984 to September 14, 1987, covering 241 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 15/84</u>	<u>Sept. 15/85</u>	<u>Sept. 15/86</u>
General Increases		10¢ plus 2 1/2%	10¢ plus 4%	10¢ plus 5%
Additional Adjustments		28¢ for Banding Station Loader, 18¢ for Refiner Operator, 10¢ for Lead Hands and Trades Fore- man, and 5¢ for Paster Machine Operator		
Trades Labour		\$11.40 (\$11.02)	\$11.96	\$12.66
Machine Tender (West Mill)		\$13.63 (\$13.20)	\$14.28	\$15.10
Engineer 2nd Class		\$13.98 (\$13.54)	\$14.64	\$15.48

Shift Premium: 0-30¢-40¢ (0-25¢-30¢). Effective September 15, 1985, 0-35¢-45¢. Effective September 15, 1986, 0-37¢-47¢.

12-hour shifts - 47¢ (37¢). Effective September 15, 1985, 52¢. Effective September 15, 1986, 54¢.

Paid Vacation: 4 weeks after 11 (12) years of service and 5 weeks after 21 (22) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$25,000 (\$15,500).

Long Term Disability Plan - Maximum benefit is \$1,100 (\$820) per month. Effective September 15, 1985, \$1,300. Effective September 15, 1986, \$1,500.

Dental Plan - Coverage is based on the current (1982) Ontario Dental Association fee schedule, with coverage extended to include endodontics (new).

Pension Plan: Basic Benefit - Monthly benefit increases by the same percentage as the general wage increase, plus \$25 per month, to a maximum \$477.54 (\$441.50). Effective September 15, 1985, maximum \$521.64 per month. Effective September 15, 1986, maximum \$572.72 per month.

Safety Boot Allowance: \$40 (\$30) per year.

Mileage Allowance (Truckers): 30.4¢ (29.7¢) per mile. Effective September 15, 1985, 31.6¢. Effective September 15, 1986, 33.2¢.

Spruce Falls Power and Paper Company Ltd. at Kapuskasing - Locals 89 and 256, Canadian Paperworkers (CLC) and Local 1149, Electrical Workers (IBEW) (AFL-CIO/CFL): Three 36-month renewal agreements effective from May 1, 1984 to April 30, 1987, covering 1,164 employees, settled with mediation assistance. Duration of negotiations - 3 months.

<u>Wages:</u>	<u>Effective</u>	<u>May 1/84</u>	<u>May 1/85</u>	<u>May 1/86</u>
General Increases		2.5%	4%	5%
Additional Adjustments			1¢ added to Job Class Plan Scale prior to increase	
Labourer		\$12.83 (\$12.52)	\$13.34	\$14.01
Stone Sharpener		\$14.69 (\$14.33)	\$15.39	\$16.16
Journeyman "A"		\$16.80 (\$16.39)	\$17.47	\$18.34
Head Machinist		\$17.64 (\$17.21)	\$18.34	\$19.26

Shift Premium: Effective May 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Health and Welfare: Long Term Disability Plan - Benefit is 55% (50%) of average regular monthly earnings for employee who commences L.T.D. on or after December 1, 1984.

Dental Plan - Effective December 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 1, 1985, the 1984 O.D.A. fee schedule. Effective May 1, 1986, the 1985 O.D.A. fee schedule.

PRIMARY METAL

Stelco Inc. (Page-Hersey Works and Welland Tube Works) at Welland - Local 523,
Electrical Workers (UE) (CLC): Two 36-month renewal agreements
 effective from November 1, 1984 to October 31, 1987, covering
 909 employees*, settled with mediation assistance. Duration of
 negotiations - 5 months.

* Includes 231 employees currently on lay-off status.

Wages:	Effective	<u>Nov. 1/84</u>	<u>Nov. 1/85</u>	<u>Nov. 1/86</u>
COLA Fold-in		31.5¢		
General Increases			25¢	30¢
	<u>Page-Hersey Works</u>			
Labour Grade 1 (includes some Labourers)		\$12.345 (\$12.03)	\$12.595	\$12.895
Labour Grade 8 (includes Shipper)		\$13.715 (\$13.40)	\$13.965	\$14.265
Labour Grade 14 (includes Electronics Repairs)		\$15.885 (\$15.57)	\$16.135	\$16.435

Previous rates reflect COLA fold-ins of 66¢ on November 1, 1982
 and 46¢ on November 1, 1983.

NOTE: Labour Grades 14 at Page-Hersey, 15 at Welland Tube.
 Hourly rates for Labour Grades 1 through 14 are identical.
 However, Welland Tube pays one Labour Grade higher than
 Page-Hersey Works for similar classifications.

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100,
 using the July 1984 index as the base. Adjusted quarterly
 beginning October 1984 and ending July 1987. No scheduled
 fold-ins. (Basic formula is unchanged. Previous formula
 provided for annual fold-ins.)

Supplementary Payment Plan: Paid quarterly. Formula used is hours worked times an hourly
 rate ranging from 15¢ for Labour Grade 1 to 89¢ for Labour Grade
 15 (unchanged).

Bereavement Leave: Common-law spouse, and father, mother, brother and sister of
 common-law spouse after 3 or more years of cohabitation are added
 to the provision for up to 3 days' paid leave (new).

Crown Witness Leave (new): Employer pays difference between fees received and regular
 straight time rate, for employee subpoenaed as a crown witness.

Health and Welfare: Weekly Indemnity - Effective January 1, 1985, benefit is \$290
 (\$275) per week. Effective January 1, 1986, \$305. Effective
 January 1, 1987, \$325.

Long Term Disability Plan - Benefit is \$500 (\$400) per month for disability commencing after November 1, 1984.

Dental Plan - Effective January 1, 1985, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1983 O.D.A. fee schedule. Effective January 1, 1987, the 1984 O.D.A. fee schedule.

Pension Plan: Basic Benefit Supplement - For retirements effective between November 1, 1984 and October 31, 1987, additional \$50 per month for employee or surviving spouse. (The current benefit of \$17 per month per year of service remains unchanged.)

Disability Benefit - \$500 (\$100) per month.

Meal Allowance: \$4 (\$3).

Safety Shoe Allowance: \$50 (\$40) per year for regular safety boots and \$55 (\$45) per year for approved boots with metatarsal protectors.

METAL FABRICATING

Canadian Coleman Company Limited at Toronto - Local 9049, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1984 to September 30, 1986, covering 213 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
Increases			
Non-incentive		38¢	38¢
Incentive		28¢	28¢
Skilled Trades Adjustments		30¢ for Tool and Die Maker, Millwright and Auto Screw Machine Set-up; 50¢ for Journeyman Electrician; 10¢ for Job Set-up classifications	30¢ for Tool and Die Maker, Millwright and Auto Screw Machine Set-up; 50¢ for Journeyman Electrician; 10¢ for Job Set-up classifications

Non-incentive Rates

Maintenance	\$8.50-\$8.74	\$8.88-\$9.12
General Labour	(\$8.12-\$8.36)	
Journeyman Electrician	\$11.29-\$11.59 (\$10.41-\$10.71)	\$12.17-\$12.47

Probationary period is 60 working days. Maximum rates are reached on merit.

Shift Premium: 0-25¢-35¢ (0-20¢-25¢).

Paid Vacation: 4 weeks after 13 (14) years of service.

Bereavement Leave: Provision applies to probationary employees (new).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$11,000 (\$10,000).
Effective October 1, 1985, \$12,000.

Drug Plan - \$1.00 (35¢) deductible per prescription and plan does not cover over-the-counter drugs. (Previously, the plan covered over-the-counter drugs.)

Dental Plan - Effective October 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Pension Plan: \$10.50 (\$10) per month per year of pensionable service.
Effective October 1, 1985, \$11.

Safety Shoe Allowance: \$30 (\$20) for one pair per year. Effective October 1, 1985, \$35.

Safety Prescription Glasses: \$30 (\$20) for one pair per year. Effective October 1, 1985, \$35.

Dominion Chain, Division of Dominion Chain Inc. at Stratford - Local 1927, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1984 to November 30, 1987, covering 320* employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Includes 20 employees currently on layoff status.

Wages:	Effective	<u>Dec. 1/84</u>	<u>Dec. 1/85</u>	<u>Dec. 1/86</u>
COLA Fold-in		30¢		
General Increases			1% after COLA Fold-in	2% after COLA Fold-in
Cable Assembly-Light	\$10.85 (\$10.55)		\$10.96**	\$11.18**
Cable Assembly-Heavy	\$11.06 (\$10.76)		\$11.17**	\$11.39**
Electronic Technician	\$13.64 (\$13.34)		\$13.78**	\$14.06**

Previous rates reflect \$1.13 COLA folded into wages during the previous agreement.

Wage schedule revised into single ladder structure.

** Rates shown do not include the amount of the COLA fold-ins.

Start Rate For New Hires (new) - \$2 below Cable Assembly-Light classification except for skilled trades who receive 50¢ below their classification rate. Maximum rates for new hires are reached for all classifications except skilled trades after four 3-month increases, each equal to 25% of the difference between the job rate and the new hire rate. Skilled trades reach their job rate after one 3-month increase.

Cost of Living Allowance:

1¢ per 0.148 point increase in the Consumer Price Index - 1981=100, using August 1984 as base. Adjusted quarterly and folded into wages annually. (Previously, 1¢ per 0.35 point increase in the CPI - 1971=100.)

Health and Welfare:

Life Insurance - Effective December 1, 1986, benefit is \$16,000 (\$15,000).

A. D. & D. (new) - Benefit is \$15,000. Effective December 1, 1986, \$16,000.

Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective December 1, 1985, the 1984 O.D.A. fee schedule.

Pension Plan:

Basic Benefit - \$11.50 (\$11.00) per month per year of service. Effective December 1, 1985, \$12. Effective December 1, 1986, \$12.50.

TRANSPORTATION EQUIPMENT

Bendix Safety Restraints Limited, Div. of Allied Canada Inc. formerly Daal Specialties (Canada) Limited at Collingwood - Local 1474, Auto Workers (CLC): A 27-month renewal agreement effective from November 1, 1984 to January 27, 1987, covering 500 employees*, settled with mediation assistance. Duration of negotiations - 2 months.

* Includes 240 employees currently on lay-off status.

Wages:	Effective	Nov. 5/84	Nov. 4/85
Cola Fold-in		56¢	
General Increases		25¢	25¢
Assembler		\$8.13 (\$7.32)	\$8.38
Truck Driver		\$8.98 (\$8.17)	\$9.23
Electrician		\$10.23 (\$9.42)	\$10.48

Cost of Living Allowance:

5¢ COLA float established, to continue until October 31, 1986.

1¢ per .45 increase in the Consumer Price Index - 1971=100, using the average index for July, August and September, 1984 as the base. Adjusted quarterly. (Basic formula is unchanged.)

Bereavement Leave:	3 (1) days of paid leave on death of grandchild, 3 days of paid leave on death of step-parent (new).
Health and Welfare:	Life Insurance and A. D. & D. - Benefit is \$14,000 (\$13,000). Effective November 1, 1985, \$15,000. Weekly Indemnity - Benefit is equal to the weekly U.I.C. benefit (\$135).
Safety Shoe Allowance:	The full cost (\$25) of one pair of safety shoes is reimbursed once per year for employees required to wear safety shoes. \$30 per pair per year for all other employees (new).
Clothing Allowance (Skilled Trades) (new):	The full cost of work shirts and work trousers is reimbursed.

Ford Motor Company of Canada Limited at Windsor, Bramalea, Oakville, Niagara Falls and St. Thomas - Various Locals, Auto Workers (CLC) (hourly rated employees): A 34-month renewal agreement effective from November 18, 1984 to September 14, 1987, with wage increases retroactive to September 16, 1984, covering 13,800 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 16/84	Sept. 16/85	Sept. 16/86
Average Increase		2.25%		
Additional Adjustments		4¢-6¢ for certain classifications		
COLA Fold-in		\$2.99	20¢	20¢
Assembler 2		\$12.825 (\$9.64)	\$13.025	\$13.225
Tool and Die Maker		\$15.205 (\$11.81)	\$15.405	\$15.605

Start rate - 85% of job rate, progressing at 5% increments every 6 months to 100% of job rate (unchanged).

Cost of Living Allowance: \$3.44 COLA float was generated under previous agreements. \$2.99 is folded into wages in the first year and 20¢ in each of the next two years, leaving 5¢ as a float. Special Canadian Allowance of 25¢ is added to the COLA float in the first and second years and 24¢ in the third year, for a total of 74¢.

1¢ per 0.26 point change based on the 3-month average change in the Consumer Price Index - 1969=100, using the average index for May, June and July, 1984 as the base. 1¢ from each of the 9 quarterly calculations is to be diverted. (Basic formula is unchanged. Previously, no diversions.) Effective December 1986,

for retirements beginning October 1, 1986 and thereafter, with maximum monthly increase of \$30.

Early Retirement "30-and-out" Special Allowance - Effective October 1, 1984, total monthly benefit varies by retirement date as shown:

Retirement Date

Mar. 1, 1974 - Oct. 1, 1974	\$770 (\$740)
Oct. 1, 1974 - Oct. 1, 1976	\$820 (\$790)
Oct. 1, 1976 - Oct. 1, 1978	\$845 (\$815)
Oct. 1, 1978 - Oct. 1, 1979	\$895 (\$865)
Oct. 1, 1979 - Sept. 1, 1980	\$945 (\$915)
Oct. 1, 1980 - Sept. 1, 1981	\$955 (\$925)
Oct. 1, 1981 - Sept. 1, 1984	\$965 (\$935)

General Terms

Earnings Limitation:	Effective in 1985, earnings limit for "30-and-out" retirees receiving Special Allowances is \$7,200 (\$6,600). Effective in 1986, \$7,600. Effective in 1987, \$8,000.
Special Pension Payment:	Lump sum payments of maximum \$200 each for all retirees with 30 or more years of service; \$6.67 per year of service for retirees with less than 30 years of service with a minimum \$67, payable December 1985 and December 1986. Surviving spouse is eligible for 60% of these payments. (Previously, 2 lump sum payments of \$300 for retirees and \$180 for surviving spouses.)
Restoration of Pensionable Service:	Credited service lost during lay-offs between 1979-83 to be restored by 25%-100% to employees with at least 5 years of service. (Previously, for time lost during lay-offs up to December, 1967.)
Plant Closure Early Retirement:	In the event of a plant closing, employee who is laid off and has reached age 50 (55) with 10 years of credited service may elect early retirement.
Supplemental Unemployment Benefit Plan:	Regular Weekly Benefit - Effective January 1, 1985, regular benefit plus UIC benefit and other compensation to equal 95% of employee's weekly after-tax pay, minus \$17.50 (\$12.50) for work-related expenses not incurred, with the maximum regular benefit of \$135 (\$115). <u>SUR Funding</u> - Employer contributions per hour worked ranging from 17¢-29¢ per straight time hour, 23¢-35¢ per 1 1/2 hour, and 29¢-41¢ per double-time hour, increased by 2¢, 1¢, and 1¢ on January 1, 1985, 1986, and 1987, respectively. <u>Short Week Benefit Funding</u> - Effective January 1, 1984, trust fund liability cap of 6¢ (5¢) per compensated hour. <u>Advance Credit Account</u> - No reduction in the maximum amount of the Advance Credit Account. (Previously, 50% reduction under certain circumstances.) <u>Special Contingency Fund (new)</u> - Employer contributes 50¢ per overtime hour worked in excess of 5% of all straight-time hours

worked. Calculated on a 12-month rolling average and credited to assist SUB benefits financing.

Income Maintenance Benefit Plan (new):

Employee with 10 or more years of service permanently laid off after November 18, 1984, receives benefit calculated as 60% of base hourly rate including COLA, payable for 52 weeks following the exhaustion of all SUB entitlements. Life insurance and medical benefit coverage continues during this period.

Voluntary Termination of Employment Plan (new):

Employee with 10 or more years of service permanently laid off after November 18, 1984 may elect to receive a lump sum payment ranging from \$19,000-\$34,000, depending on length of service, in lieu of any severance payments. Recall rights waived upon acceptance of payment.

Plant Closure Benefit (new):

Employee with 5 but less than 10 years of service permanently laid off for at least 12 months due to full or partial plant closure may elect a lump sum payment of \$7,000-\$9,800, depending on length of service, in lieu of any severance payments.

Termination Pay Plan:

Existing 1982 plan discontinued. Modified plan continues for employees whose layoff commenced during the term of the 1982 collective agreement.

Paid Education Leave:

Employer funding continues over the next 5 years.

Prepaid Legal Services Plan (new):

Effective before November 18, 1985, eligible employee, spouse, dependants, retiree and surviving spouse qualify for a broad range of legal services. Employees on lay-off are also included for up to 18 months.

Childcare (new):

Employer to fund a pilot childcare project to help employees locate and obtain childcare.

Physical Fitness (new):

Employer to fund pilot physical fitness study to look into a variety of programs.

Transfer and Layoff Moving Allowance:

\$665-\$1,120 (\$580-\$980) for single employee, and \$1,470-\$2,310 (\$1,290-\$2,025) for married employee, depending on distance between plants.

Ford Motor Company of Canada Limited at Bramalea and Windsor - Locals 240 and 1324, Auto Workers (CLC) (office, clerical and technical employees):
Two 36-month renewal agreements effective from September 16, 1984 to September 14, 1987, covering 439 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 16/84</u>	<u>Sept. 16/85</u>	<u>Sept. 16/86</u>
Average Increase		2.25%		
COLA Fold-in		\$518.27 per month	\$34.67 per month	\$34.67 per month

	<u>Sept. 16/84</u>	<u>Sept. 16/85</u>	<u>Sept. 16/86</u>
<u>Monthly Rates</u>			
Salary	\$1,753.69-\$2,076.39	\$1,788.36-\$2,111.06	\$1,823.03-\$2,145.73
Class 1	(\$1,217.16-\$1,535.09)		
(includes Junior Clerk)			
Salary	\$2,231.18-\$2,844.93	\$2,265.85-\$2,879.60	\$2,300.52-\$2,914.27
Class 11	(\$1,656.59-\$2,250.15)		
(includes Senior Specification Clerk)			

Probationary period is 90 calendar days. Job rates are reached after seven 6-month increases (previously after one 12-month and six 6-month increases). Increases beyond job rate are reached on merit.

Cost of Living Allowance:

\$596.27 COLA float was generated under previous agreements. \$518.27 is folded into salaries in the first year and \$34.67 in each of the next two years, leaving \$78 as a float. Special Canadian Allowance of \$43.33 is added to the COLA float in each of the first and second years and an additional \$41.60 in the third year, for a total of \$118.40.

\$1.73 per month per 0.26 point change based on the 3-month average change in the Consumer Price Index - 1969=100, using the average index for May, June and July, 1984 as the base. \$1.73 from each of the 9 quarterly calculations is to be diverted. (Basic formula is unchanged. Previously no diversions.)

Effective December 1986, \$1.73 per month per 0.1 point change in the Consumer Price Index - 1981=100, with the first payment effective March, 1987. Two quarterly calculations with a \$3.46 diversion per quarter, for a total of \$208 over the contract term.

For details of other changes, see the settlement between Ford Motor Company of Canada Limited and various locals, Auto Workers (CLC).

Lawler Siddeley Canada Inc., Orenda Division at Mississauga - Local 717T, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from September 22, 1984 to September 21, 1986, covering 413 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

<u>Pages:</u>	<u>Effective</u>	<u>Sept. 22/84</u>	<u>Sept. 22/85</u>
	Increases	35¢-75¢	25¢-55¢
	COLA Fold-in	92¢	
	Job Level 2 (includes General Labour)	\$12.12 (\$10.85)	\$12.37
	Job Level 12 (includes Tool & Die Maker)	\$14.95 (\$13.28)	\$15.50

Cost of Living Allowance: \$1.01 COLA was generated in the previous agreement; 92¢ is folded into wages and 9¢ continues to float.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the September 1984 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Paid Holidays: Effective in the second contract year only, 1 day is added during the Christmas period for a total of 13 days.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$15,000 (\$14,000). Effective September 22, 1985, \$16,000.

Life Insurance for Retirees - Benefit is \$1,000 (\$750).

Weekly Indemnity - Equal to the U.I.C. weekly benefit.

Long Term Disability Plan (new) - Benefit is \$850 per month the first year and \$900 per month for the next four years.

Pension Plan: Previously Accrued Pension - Employer will increase the value of the frozen portion of pensions by 35%.

Safety Shoe Allowance: \$48 (\$42.50) reimbursement once per calendar year. Effective September 22, 1985, \$52.

MISCELLANEOUS MANUFACTURING

Davidson Rubber Company Limited at Port Hope - Local 889, Rubber Workers (AFL-CIO/CLC): A 38-month renewal agreement effective from November 5, 1984* to December 31, 1987, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Previous agreement was scheduled to expire December 31, 1984.

Wages:	Effective	Nov. 5/84	Dec. 31/85	Dec. 31/86
General Increases**		6.5%, minimum 50¢	5%	4%***
Skilled Trades Adjustment		10¢		
Labour Grade 3 (Trimmer)		\$6.40-\$7.34 (\$5.90-\$6.84)	\$6.72-\$7.71	\$6.99-\$8.02
Labour Grade 21 (Electrician)		\$10.48-\$12.53 (\$9.75-\$11.67)	\$11.00-\$13.16	\$11.44-\$13.68

** Incentive Workers - Receive proportional increases, and a bonus of \$1.10.

*** The third year of this contract contains a wage reopener if the increase in the Consumer Price Index exceeds the wage increases of the first two years.

Probationary period is 60 calendar days. Maximum rate for Trimmer is reached after four 3-month increases and for Electrician is based on progression plus merit.

Seniority Premium (new): 5¢ per hour for employees with 5 years of service, 10¢ per hour for employees with 10 years of service and 15¢ per hour for employees with 15 or more years of service.

Shift Premium: 0-30¢-35¢ (0-25¢-30¢). Effective December 31, 1986, 0-40¢-40¢.

Paid Holidays: Effective December 31, 1985, 1 floating day is added for a total of 14 (13) days.

Paid Vacation: 4 weeks after 14 (15) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$13,000 (\$12,000). Effective December 31, 1985, \$14,000. Effective December 31, 1986, \$15,000.

Major Medical - Prescription drugs now subject to a \$2 deductible for each prescription. (Previously, \$25 annual deductible.)

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1985, \$12 (\$10) per month per year of future service and \$10 (\$8) per month per year of past service.

Safety Shoe Allowance: 50% of the cost of one pair of safety boots per year to a maximum of \$40 (\$30). Effective December 31, 1986, maximum \$50.

FORESTRY

Great Lakes Forest Products Limited, Thunder Bay and Dryden Woodlands Operations - Local 2693, Carpenters (AFL-CIO) (lumber and sawmill workers): A
36-month renewal agreement effective from September 1, 1984 to August 31, 1987 (Thunder Bay) and a 36-month renewal agreement effective from October 1, 1984 to September 30, 1987 (Dryden) covering 1,479 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective			
	Thunder Bay	Sept. 1/84	Sept. 1/85	Sept. 1/86
	Dryden	Oct. 1/84	Oct. 1/85	Oct. 1/86
	General Increases	2.5%	4%	5%
	<u>Hourly Rates</u>			
	Labourer General	\$13.65 (\$13.32)	\$14.20	\$14.91
	Operator, Feller Buncher (Dryden)	\$14.73 (\$14.37)	\$15.32	\$16.09
	Mechanic "A" Class (Thunder Bay)	\$17.00 (\$16.59)	\$17.68	\$18.57

Shift Premium: Effective September 1, 1985 at Thunder Bay and October 1, 1985 at Dryden, 0-40¢-50¢ (0-37¢-45¢).

Health and
Welfare:

Drug Plan - Effective December 1, 1984, employer pays current premiums including the anticipated increase in the Drug Plan on January 1, 1985. Effective September 1, 1986, at Thunder Bay and October 1, 1986, at Dryden, employer pays the then current premiums.

Weekly Indemnity - Effective December 1, 1984, maximum benefit is \$325 (\$315) per week payable on a 1-3-52 basis. Effective September 1, 1985 at Thunder Bay and effective October 1, 1985 at Dryden \$335. Effective September 1, 1986, at Thunder Bay and effective October 1, 1986, at Dryden \$345.

Long Term Disability Plan - Benefit is 50% of weekly earnings. (Previously, 50% of weekly earnings up to a maximum of \$1,500 per month.)

Dental Plan - Effective November 26, 1984 at Dryden and effective November 27, 1984 at Thunder Bay, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective September 1, 1985 at Thunder Bay and effective October 1, 1985 at Dryden, the 1984 O.D.A. fee schedule. Effective September 1, 1986 at Thunder Bay and effective October 1, 1986 at Dryden, the 1985 O.D.A. fee schedule.

Pension Plan
(full-time
employees)
(new):

Effective September 1, 1985, a defined contribution plan to be introduced. Details yet to be determined.

Mileage Allowance
(Thunder Bay):

Effective November 27, 1984, 20¢ (19¢) per kilometre.

Protective
Clothing
Subsidy:

Effective November 26, 1984 at Dryden and November 27, 1984 at Thunder Bay, employer will sell to employee, safety pants at \$9 (\$7), safety boots at \$12 (\$10) and ballistic nylon type boots at \$17 (new), below invoice price.

Travel Allowance
(Thunder Bay):

Effective November 27, 1984, current allowances increased by 5%. Effective September 1, 1985, a further 5% increase. Effective September 1, 1986, a further 5% increase.

Power Saw Rental:

Employer pays to day workers \$10.00 (\$9.50) per 8 hour day when felling and limbing and \$11.00 (\$10.50) when bucking at a landing on a skidding operation.

TRANSPORTATION

Mississauga City Corporation, Transit Division - Local 1572, Transit Union (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 340 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:

Effective	July 1/84
General Increase	5%
General Serviceman	\$10.64 (\$10.13)

July 1/84

Operator \$12.93
(\$12.31)

Licensed Mechanic/
Bodyman \$13.74
(\$13.09)

Operator Start Rate - 80% of job rate for first 6 months; 90% of job rate for next 6 months. (Previously, 40¢ per hour less than the job rate during training period; 20¢ per hour less after completing training period; job rate after 3 months.)

Shift Premium: 40¢ (35¢) per hour for garage employee.

Sunday Premium: \$2.89 (\$2.75) for Licensed Mechanic, \$2.63 (\$2.50) for Operator, and \$2.36 (\$2.25) for all other employees.

Split Shift Premium (Operator) (new): One and one-quarter times the regular rate for all hours after 1 1/2 hours have elapsed since the employee originally reported for work.

Paid Work Breaks (Operator) (new): 30 hours' pay per year, reduced proportionately by the number of weeks absent, in lieu of scheduled work breaks.

Health and Welfare: Weekly Indemnity - Effective November 4, 1984, benefit is \$300 (\$262) per week.

Dental Plan - Effective November 4, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Tool Allowance: \$4.75 (\$4.50) per week for mechanics and apprentices.

Uniform Allowance (Operator): Uniform supplied once per year (2 years).

Travelways School Transit Limited (Mississauga Division) at Mississauga - Local 307, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 276 employees, settled at the conciliation officer stage. Duration of negotiations - 6 weeks.

Wages: Effective Sept. 1/84 Sept. 1/85

General Increases 5% 5%

School Vehicle Drivers
Rates per Shift

Station Wagon \$10.29 \$10.80
(\$9.80)

Large Bus \$12.18 \$12.79
(\$11.60)

Wheel Chair \$16.00 \$16.80
Bus (\$15.24)

Health and
Welfare:

Life Insurance - Employer pays 80% (70%) of premium cost.

O.H.I.P. - Employer pays 80% (70%) of premium cost.

ULS International Inc., formerly Upper Lakes Shipping Ltd. at Toronto, operating in the Great Lakes, St. Lawrence Seaway and coastal areas - Local 401, Railway, Transport and General Workers (CLC) (unlicensed crews): A 36-month renewal agreement effective from April 1, 1984 to March 31, 1987, covering 200 Ontario employees, settled at the post conciliator bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>
General Increases		3.5%	4%	4.5%*
Ordinary Seaman		\$7.75 (\$7.48)	\$8.06	\$8.42
Oiler		\$8.85 (\$8.55)	\$9.20	\$9.61
Chief Cook		\$10.37 (\$10.02)	\$10.78	\$11.27

* Increase will be the greater of 4.5% or the percentage increase in the Consumer Price Index from April 1, 1985 to March 31, 1986, with a maximum of 6%. This applies to the premiums and allowances which have a scheduled increase effective April 1, 1986, as indicated below.

Premium Pay
and Transfer
Allowances:

Effective April 1, 1984, the following premiums and transfer allowances increased by 3.5%: long service bonus, self-unloader premium, clean-out stewards' pay, passenger service premium, travel allowance, and room and meal allowances. Effective April 1, 1985, the above-noted premiums increase by 4%. Effective April 1, 1986, the above-noted premiums increase by 4.5%.

Further details are not yet available.

COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Local 213, Newspaper Guild, (AFL-CIO/CLC): A 12-month extended agreement in accordance with the Public Sector Compensation Restraint Act, 1982, effective from November 28, 1984 to November 24, 1985, covering 256 Ontario employees.

Wages:	Effective	<u>Nov. 28/84</u>
General Increase (PSCRA)		5%
Group 1 (includes Copy Clerk)		\$14,931-\$16,321 (\$14,220-\$15,544)

Nov. 28/84

Group 5 (includes Production Editor)	\$25,928-\$36,286 (\$24,693-\$34,558)
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Group 10 (includes Senior Program Editor)	\$44,048-\$48,270 (\$41,950-\$45,977)
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Probationary period is 3 months. Maximum rate is reached after 1 year for Group 1 employees, after 5 years for Group 5 employees, and after 2 years for Group 10 employees.

Acting Pay: \$12.13 (\$11.55) per shift worked at a higher classification.

RETAIL TRADE

Dominion Stores Limited at Sault Ste. Marie and various centres in northern Ontario - various locals, Retail, Wholesale Employees (AFL-CIO/CLC)
(full-time and part-time retail food employees): Two 24-month renewal agreements effective from May 14, 1984 to May 14, 1986, covering 655 employees, settled with mediation assistance.
Duration of negotiations - 2 1/2 months.

Wages:	Effective <u>May 14/84</u>	<u>May 13/85</u>
Increase*		0%-5%
<u>Full-time Employees</u>		
Clerk A	\$7.20-\$11.83** (\$7.20-\$11.83)	\$7.20-\$12.42**
Meat Cutter	\$12.98-\$13.16 (\$12.98-\$13.16)	\$12.98-\$14.26
<u>Part-time Employees</u>		
Student	\$4.88-\$9.45** (\$4.88-\$9.45)	\$4.88-\$9.92**
Non-student	\$5.13-\$9.45** (\$5.13-\$9.45)	\$5.13-\$9.92**

* Increase is applied on a pro rata basis with zero increase on start rates up to a 5% wage increase on top rates.

** Top rates for employees hired prior to October 1, 1978: effective May 14, 1984, Clerk A - \$12.00; Student and Non-student - \$9.50. Effective May 13, 1985, Clerk A - \$12.60; Student and Non-student - \$9.98.

Probationary period is 60 days. Maximum rate for Clerk A is reached after ten 3-month increases, for Meat Cutter after four 3-month increases, for Student after four 3-month increases plus four 6-month increases and for Non-student after six 6-month increases.

Economic Adjustment (Full-time): Four quarterly payments of \$91 each in each year of the agreement (unchanged). Employees on layoff to receive a pro-rated adjustment (new).

Health and Welfare: Dental Plan - Effective January 1, 1985, employer contributes 10¢ (8¢) per hour worked. Effective June 24, 1985, 12¢.

Pension Plan: Basic Benefit - Effective January 1, 1985, maximum benefit is \$22 (\$18) per month per year of service. Effective January 1, 1986, \$26.

Dominion Stores Limited at Sudbury - Local 579, Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time retail food employees): Two 24-month renewal agreements effective from June 1, 1984 to May 31, 1986, covering 200 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 1/84</u>	<u>June 3/85</u>
	Increase*		0%-5%
	<u>Full-time Employees</u>		
	Clerk A	\$6.79-\$11.90** (\$6.79-\$11.90)	\$6.79-\$12.49**
	Meat Cutter	\$12.87-\$13.61 (\$12.87-\$13.61)	\$12.87-\$14.29
	<u>Part-time Employees</u>	\$4.88-\$9.45**	\$4.88-\$9.92**
	(Student and Non-student)	(\$4.88-\$9.45)	

* Increase is applied on a pro rata basis with zero increase on start rates up to a 5% wage increase on top rates.

** Top rates for employees hired prior to October 1, 1978: effective June 1, 1984, Clerk A - \$12.07; Student - \$9.50. Effective June 3, 1985, Clerk A - \$12.68; Student - \$10.00.

Probationary period is 60 days of employment. Maximum rate for Clerk A is reached after ten 3-month increases, for Meat Cutter after four 3-month increases, and for Student after four 3-month increases plus two 6-month increases and for Non-student after four 6-month increases.

Economic Adjustment (Full-time): Four quarterly payments of \$91 each in each year of the agreement (unchanged). Employees on layoff to receive a pro-rated adjustment (new).

Health and Welfare: Dental Plan - Effective January 1, 1985, employer contributes 10¢ (8¢) per hour worked. Effective June 24, 1985, 12¢.

Pension Plan: Basic Benefit - Effective January 1, 1985, maximum benefit is \$22 (\$18) per month per year of service. Effective January 1, 1986, \$26.

Dominion Stores Limited at Toronto and various other centres throughout southern Ontario* - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time retail food employees): A 19-month renewal agreement effective from November 12, 1984 to June 21, 1986, covering 8,000 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Previous agreement expired on June 21, 1984.

* The terms of this "Ontario master agreement" are extended to cover employees in Local 465 at Hull and Pointe Gatineau, Quebec.

Wages:	Effective	<u>Nov. 12/84</u>	<u>June 24/85</u>
	Increase**		0%-5%
	<u>Weekly Rates</u>		
	Clerk A	\$264.63-\$435.80*** (\$264.63-\$435.80)	\$264.63-\$457.59***
	Meat Cutter	\$462.25-\$485.25 (\$462.25-\$485.25)	\$462.25-\$509.51
	<u>Hourly Rates</u>		
	Student	\$4.93-\$9.40*** (\$4.93-\$9.40)	\$4.93-\$9.87***
	Non-Student	\$5.18-\$9.40*** (\$5.18-\$9.40)	\$5.18-\$9.87***

** Increase is applied on a pro rata basis with zero increase on start rates up to a 5% wage increase on top rates.

*** Top rates for employees hired prior to September 17, 1983: effective November 12, 1984, Clerk A - \$442.25 per week; Student and Non-Student - \$9.92 per hour. Effective June 24, 1985, Clerk A - \$464.36 per week; Student and Non-Student - \$10.42.

Probationary period is 22 days worked for full-time employees and 44 days worked for part-time employees. Maximum rate for Clerk A is reached after ten 3-month increases; for Meat Cutter, after four 3-month increases; for Student, after eight 3-month increases; and for Non-Student, after two 6-month increases plus four 3-month increases.

Economic Adjustment (Full-time):	Four quarterly payments of \$91 each in each year of the agreement (unchanged).
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Health and Welfare:	<u>Dental Plan</u> - Effective January 1, 1985, employer contributes 10¢ (8¢) per hour worked. Effective June 24, 1985, 12¢.
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Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1985, maximum benefit is \$22 (\$18) per month per year of service. Effective January 1, 1986, \$26.
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Steinberg Inc. (Miracle Food Mart Division), province-wide - Local 419, Teamsters (Ind.) (Distribution Centre or satellite warehouse employees):
A 24-month renewal agreement effective from November 6, 1984 to November 3, 1986 covering 309 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 6/84</u>	<u>Nov. 4/85</u>
	Increase		
	Full-time Employees		\$1
	<u>Full-time Employees</u>		
	General Warehouseman/ Woman	\$14.25 (\$14.25)	\$15.25
	Electrician	\$14.94 (\$14.94)	\$15.94
	<u>Part-time Employees</u>	\$8.50-\$11.30 (\$8.50-\$11.30)	\$8.50-\$11.30

Probationary period for part-time employees is 240 hours worked. Maximum rate for part-time employee is reached after three increases at steps of 1,000 hours worked.

Shift Premium (part-time)
(new): 0-20¢-20¢.

Steinberg Inc. at Ottawa and other centres in Ontario, Hull and Pointe-Gatineau in Quebec - Local 486, Food and Commercial Workers (AFL-CIO/CLC)
(full-time and part-time retail food employees): Two 12-month renewal agreements effective from October 1, 1984 to September 30, 1985, covering 1,200 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: No increase in rates that are in effect at the expiry of the previous agreement.

<u>Weekly Rates</u>	<u>Oct. 1/84</u>
<u>Full-time Employees</u>	
Junior Clerk	\$362.32-\$430.67
Meat Cutter	\$377.82-\$476.67
Meat Manager	\$528.17
<u>Hourly Rates</u>	
<u>Part-time Employees</u>	
<u>Ottawa</u>	
Part-time Employees hired after March 14, 1983, except Meat Cutter	\$4.80-\$8.85

Oct. 1/84

Other Part-time
Employees, except
Meat Cutter

\$6.90-\$9.63

Meat Cutter

\$7.35-\$10.20

Probationary period is 22 days worked for full-time employees and 30 days worked for part-time employees. Maximum rate for Junior Clerk is reached after four 3-month increases, for Meat Cutter, ten 3-month increases and for other part-time employees, twelve 3-month increases.

Four quarterly payments of \$91 each (unchanged).

Economic
Adjustment
(Full-time):

Christmas Bonus
(Part-time):

\$35 (\$30) for employees with less than 6 months of service, \$45 (\$40) for employees with 6 to 12 months of service, and \$65 (\$60) for employees with more than 12 months of service.

Health and
Welfare:

Group Insurance Plan - Employer contributes 36.8¢ (28.3¢) per regular hour worked to a trustee fund.

Dental Plan - Employer contributes 10¢ (8¢) per regular hour worked to a trustee fund.

EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 524 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:

Effective

Sept. 1/84

Increase

4% on grid steps,
4.3% on maximum
rates

Teacher-Category D
0-6 years

\$16,337-\$20,947
(\$15,709-\$20,083)

Teacher-Category A1
0-10 years

\$20,030-\$34,411
(\$19,260-\$32,992)

Teacher-Category A4
0-11 years

\$23,806-\$43,623
(\$22,890-\$41,825)

Principal

"B" School
0-3 years

\$47,129-\$49,875
(\$45,316-\$47,819)

"A" School
0-3 years

\$47,997-\$50,746
(\$46,151-\$48,654)

Conference Fund: \$43,000 (\$39,900) per calendar year. Effective January 1, 1985, \$45,500.

Elgin County Board of Education at St. Thomas - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers'

Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	5%
	Teacher-Category D 0-8 years	\$14,913-\$24,002 (\$14,203-\$22,859)
	Teacher-Category A1 0-12 years	\$18,213-\$35,940 (\$17,346-\$34,229)
	Teacher-Category A4 0-12 years	\$21,160-\$43,661 (\$20,152-\$41,582)
	Principal	\$48,620-\$50,936 (\$46,305-\$48,510)
Responsibility Allowances:	Vice-Principal	\$3,418 (\$3,255)

Halton Board of Education at Burlington - Ontario Secondary School Teachers'

Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,149 employees, settled at the post mediation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/84</u>
	Increase	4.63% for Teachers; Vice-Principals and Coordinators; 6.2% for Principals
	Teacher-Category I 0-9 years	\$20,750-\$35,243 (\$19,832-\$33,683)
	Teacher-Category IV 0-12 years	\$25,478-\$44,781 (\$24,351-\$42,799)
	Assistant Coordinator 0-3 years	\$45,770-\$49,729 (\$43,745-\$47,528)
	Vice-Principal 0-3 years	\$49,689-\$52,631 (\$46,726-\$49,537)
	Coordinator 0-3 years	\$50,042-\$53,967 (\$47,828-\$51,579)
	Principal 0-4 years	\$52,993-\$59,764 (\$50,648-\$57,119)

Responsibility Allowances: Increased by 4.63%.

Related Experience Allowances: Increased by 4.63%.

Health and Welfare: OHIP - Effective February 1, 1985, employer pays 85% (75%) of premium cost.

Vision Care - Effective November 1, 1984, maximum claim is \$80 (\$60) per person every 24 months.

Dental Plan - Effective February 1, 1985, employer pays 85% (75%) of premium cost. Coverage is based on the current year's (1981) Ontario Dental Association fee schedule.

Huron County Board of Education at Clinton - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 356 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/84
	General Increase	4%
	Teacher-Category D 0-6 years	\$16,880-\$22,550 (\$16,230-\$21,680)
	Teacher-Category A1 0-10 years	\$19,790-\$34,200 (\$19,030-\$32,880)
	Teacher-Category A4 0-10 years	\$23,320-\$43,730 (\$22,420-\$42,050)
	Principal-Category A2	\$48,048 (\$46,200)

Responsibility Allowances: Increased by 4%.

Leeds and Grenville County Board of Education at Brockville - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 350 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/84	Jan. 1/85
	Increases	3%	1%, excluding Principals
	Teacher-Category I 0-11 years	\$21,066-\$35,254 (\$20,452-\$34,227)	\$21,277-\$35,607

	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
Teacher-Category IV 0-13 years	\$25,572-\$44,146 (\$24,827-\$42,860)	\$25,828-\$44,587
Vice-Principal 0-3 years	\$48,662-\$52,288 (\$47,245-\$50,765)	\$49,149-\$52,811
Principal 0-3 years	\$53,693-\$59,736 (\$52,129-\$57,996)	\$53,693-\$59,736
Health and Welfare:	Dental Plan - Effective February 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.	

London Board of Education - Local 1150, Canadian Union of Public Employees (CLC)
(full-time and part-time teaching assistants and office and clerical employees): A 12-month renewal agreement* effective from October 1, 1984 to September 30, 1985, covering 335 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previously, 2 separate collective agreements.

Wages:	Effective	<u>Oct. 1/84</u>
	General Increase	5%
	Job Group I (includes Clerk Typist)	\$7.04-\$8.57 (\$6.70-\$8.16)
	Job Group II (Teacher Assistants) (Office and Clerical)	\$7.49-\$9.02 (\$7.06-\$8.51) (\$7.13-\$8.59)
	Job Group VII (Senior Secretary III)	\$11.25-\$13.89 (\$10.71-\$13.23)

Probationary period is 90 calendar days of service. Maximum rates are reached after two annual increases.

Bereavement
Leave: 5 (4) consecutive days of paid leave in the event of the death of spouse. Grandchild is added to the provision for 4 days of paid leave (new).

Niagara South Board of Education at Welland - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4.3%
	Teacher-Category D 0-5 years	\$15,519-\$21,611 (\$14,879-\$20,720)

Sept. 1/84

Teacher-Category A1	\$19,932-\$35,373
0-12 years	(\$19,110-\$33,915)

Teacher-Category A4	\$24,762-\$44,475
0-12 years	(\$23,741-\$42,641)

Responsibility Allowances: Increased by 4.3%.

Educational Development Fund: \$42,470 (\$40,450).

Health and Welfare: Life Insurance - Effective January 1, 1985, minimum coverage of \$75,000 or two times annual salary rounded to the nearest \$1,000. (Previously, no minimum.)

Niagara South Board of Education at Welland - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 780 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/84

General Increase 4.3%

Teacher-Group 1	\$19,932-\$35,373
0-12 years	(\$19,110-\$33,915)

Teacher-Group 4	\$24,762-\$44,475
0-12 years	(\$23,741-\$42,641)

Consultant	\$47,898-\$50,588
0-4 years	(\$45,923-\$48,502)

Vice-Principal	\$48,894-\$52,179
0-4 years	(\$46,878-\$50,028)

Principal	\$54,573-\$59,119
0-4 years	(\$52,323-\$56,682)

Responsibility Allowances:	Director	\$2,835 (\$2,700)
	Major Head	\$2,730 (\$2,600)
	Minor Head	\$1,811 (\$1,725)
	Assistant Head	\$1,155 (\$1,100)
	Chairman	\$952 (new)
	Co-ordinator	\$381 (new)

Professional Development and Educational Leave Fund: \$80,000 (\$77,175).

Oxford County Board of Education at Woodstock - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 502 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/84
	General Increase	4.2%
	Teacher-Category D	\$16,325-\$21,804
	0-6 years	(\$15,667-\$20,925)
	Teacher-Category A1	\$20,621-\$34,080
	0-11 years	(\$19,790-\$32,706)
	Teacher-Category A4	\$24,393-\$43,734
	0-11 years	(\$23,410-\$41,971)

Principal*

Category D	\$27,934-\$32,751
0-4 years	(\$26,808-\$31,431)
Category A	\$39,008-\$44,785
0-4 years	(\$37,436-\$42,980)

* Separate grid, varies by qualifications. Salaries shown are exclusive of applicable responsibility allowances which depend on number of teachers supervised.

Responsibility Allowances:	Principal	
	10 teachers and over	\$7,366 (\$7,069)
	less than 9.9 teachers	\$5,261 (\$5,049)
	Vice-Principal	\$3,766 (\$3,491)
	Consultant and	\$3,766 (\$3,656)
	Adjustment Counsellor	

Bereavement Leave: Common-law spouse is added to the provision for up to 5 days' paid leave. Grandchild is added to the provision for 2 days' paid leave (new).

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Toronto Metropolitan Area School Board - Ontario Secondary School Teachers' Federation and Associations des Enseignants Franco-Ontariens (Ind.): A 12-month agreement* effective from September 1, 1984 to August 31, 1985, covering 8,301 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

* This agreement consolidates the terms and conditions of employment negotiated jointly for the Boards of Education of the Cities of Etobicoke, North York, Scarborough, Toronto, York and the Borough of East York, which were previously covered by four separate agreements. Local issues and other matters were negotiated individually by each Board and ratified by the end of November, 1984, except for Etobicoke.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	5%
	Teacher-Category I 0-10 years	\$20,578-\$35,421 (\$19,598-\$33,734)
	Teacher-Category IV 0-10 years	\$24,735-\$44,127 (\$23,557-\$42,026)
	Co-ordinator (12-month term) 0-3 years	\$52,683-\$56,982 (\$50,174-\$54,269)
	<u>Vice-Principal</u>	
	Junior High School 0-3 years	\$45,557-\$49,861** (\$43,388-\$47,487)
	Secondary School 0-3 years	\$47,709-\$52,010 (\$45,437-\$49,533)
	<u>Principal</u>	
	Junior High School 0-3 years	\$53,404-\$57,704** (\$50,861-\$54,956)
	Secondary School 0-3 years	\$55,776-\$60,072 (\$53,120-\$57,211)

** Applies to East York, North York, and Toronto Boards of Education only.

Responsibility Allowances: Increased by 5%.

Health and Welfare: Dental Plan - Effective December 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Staffing: The staff allocation formula was amended to generate an additional 70 teachers in the 1984-85 school year and an additional 70 teachers in the 1985-86 school year, for a total of 140 teachers over the 2-year period.

Waterloo County Board of Education at Kitchener - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,800 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	Increases	3% for Teachers; \$1,825 for Principals, Vice-Principals, and Coordinators	1.25% for Teachers

	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
Teacher-Category D 0-6 years	\$16,984-\$22,776 (\$16,489-\$22,113)	\$17,190-\$23,053
Teacher-Category A1 0-10 years	\$20,641-\$35,198 (\$20,040-\$34,173)	\$20,892-\$35,625
Teacher-Category A4 0-10 years	\$25,289-\$44,350 (\$24,552-\$43,058)	\$25,595-\$44,888
Vice-Principal 0-4 years	\$44,317-\$48,422 (\$42,492-\$46,597)	\$44,317-\$48,422
Principal		
B School 0-6 years	\$44,317-\$51,063 (\$42,492-\$49,238)	\$44,317-\$51,063
A School 0-4 years	\$48,841-\$53,619 (\$47,016-\$51,794)	\$48,841-\$53,619
Coordinator 0-4 years	\$48,841-\$53,619 (\$47,016-\$51,794)	\$48,841-\$53,619
Lump Sum Payment (Teachers):	Effective June 21, 1985, \$200; prorated for part-time teachers.	
Responsibility Allowances:	Consultant Senior Consultant	\$3,500 (\$3,465) \$4,550 (\$4,515)
Health and Welfare:	Vision Care - Maximum claim for eyeglasses and contact lenses (new) is \$120 (\$100) every 24 months for employees and dependents over 18 years, and every 12 months for dependents 18 years and under.	
	Hearing Aid - Maximum claim is \$400 every 5 years. (Previously, \$300 per lifetime.)	
	Dental Plan - Effective January 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.	

Waterloo County Board of Education at Kitchener - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
Wages:	Effective	
	Increases	
	3% for Teachers, \$1,825 for Principals, Vice-Principals and Coordinators	1.25% for Teachers

	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
Teacher-Category 1 0-10 years	\$20,641-\$35,198 (\$20,040-\$34,173)	\$20,892-\$35,625
Teacher-Category 4 0-10 years	\$25,289-\$44,350 (\$24,552-\$43,058)	\$25,595-\$44,888
Vice-Principal and Coordinator 0-4 years	\$48,841-\$53,619 (\$47,016-\$51,794)	\$48,841-\$53,619
Principal 0-4 years	\$55,764-\$60,451 (\$53,939-\$58,626)	\$55,764-\$60,451

Lump Sum Payment (Teachers): Effective June 21, 1985, \$200; prorated for part-time teachers.

Responsibility Allowances:	Assistant Department Head and Minor Department Head	\$1,750 (\$1,733)
	Major Department Head, Consultant and Director (Business Studies Technological Studies and Student Activities)	\$3,500 (\$3,465)
	Senior Consultant	\$4,550 (\$4,515)

Health and Welfare: Vision Care - Maximum claim for eyeglasses and contact lenses (new) is \$120 (\$100) every 24 months for employees and dependents over 18 years of age, and every 12 months for dependents 18 years and under.

Hearing Aid - Maximum claim is \$400 every 5 years. (Previously, \$300 once per lifetime.)

Dental Plan - Effective January 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide - various locals, Ontario Public Service Employees' Union (NUPGE) (CLC) (full-time academic staff, counsellors and librarians and partial load instructors): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 7,600 employees, settled by back-to-work legislation during a work stoppage*. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase (Interim)	2%
	Instructor 0-10 steps	\$19,188-\$32,577 (\$18,812-\$31,938)
	Teaching Master and Counsellor 0-16 steps	\$22,476-\$43,895 (\$22,035-\$43,034)

Sept. 1/84

Librarian 1	\$23,252-\$31,285
0-6 steps	(\$22,796-\$30,672)
Librarian 2	\$27,229-\$35,260
0-6 steps	(\$26,695-\$34,569)

* All terms of settlement, except workload matters, to be decided by arbitration. Workload issues to be examined by an Instructional Review Committee, which is to report by June 30, 1985.

Carleton University at Ottawa - Local 2323, Canadian Union of Public Employees (CLC)
(graduate and undergraduate student part-time teachers): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 800 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	70¢
	Undergraduate Student	\$8.17 (\$7.47)
	Graduate Student	\$17.06 (\$16.36)

University of Windsor - Local 210, Service Employees International (AFL-CIO/CLC):
A 14-month renewal agreement effective from May 1, 1984 to June 30, 1985, covering 278 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	General Increases	5%	3%
	<u>Monthly Rates</u>		
	Secretarial/ Clerical C	\$960-\$1,045 (\$914-\$995)	\$989-\$1,076
	Scientific Buyer	\$1,743-\$2,083 (\$1,660-\$1,984)	\$1,795-\$2,145

Probationary period is 60 calendar days. Maximum rate for Secretarial/Clerical C is reached after 3 annual increases, and for Scientific Buyer after 5 annual increases.

Overtime Pay and Pay for Work on Assigned Days off: Two times (one and one-half times) the regular rate of pay or time off in lieu.

Paid Holidays: Christmas Eve, New Year's Eve and the day following New Year's Day are deleted for a total of 9 (12) days.

Health and Welfare: Life Insurance - Benefit is twice (one and one-half times) annual earnings rounded to the nearest \$500.

Long Term Disability Plan - Maximum benefit is \$2,500 (\$1,300) per month.

Drug Plan - Coverage is extended to the spouse of a retiree after the retiree's death.

Continuation of Benefits - Benefit coverage continues during education leave (new).

Paid Union Leave: 12 (10) days for union activities.

Education Allowance: Maximum of \$500 reimbursement towards the purchase of books and texts, while on education leave (new).

Metropolitan Toronto Library Board - Locals 1582, 1806 and 2758, Canadian Union of Public Employees (CLC) (full-time and part-time librarians, library assistants, maintenance, office and clerical employees):
Three 24-month renewal agreements effective from January 1, 1984 to December 31, 1985, covering 439 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/84	Jan. 1/85
General Increases		5%	*

Annual Rates
Local 1582, Office

Code A (Mail Clerk)	\$14,892-\$16,758 (\$14,183-\$15,960)
Code E (Librarian Assistant)	\$21,633-\$24,510 (\$20,603-\$23,343)
Computer Operations Technician	\$24,214-\$28,400 (\$23,061-\$27,048)

Probationary period is 6 months for full-time employees and 300 hours worked for part-time employees hired after November 15, 1984. Maximum rates are reached on merit.

* Increase to be the same as negotiated by the Municipality of Metropolitan Toronto and CUPE locals 79 and 43. Further adjustments in any other compensation area in 1985 to match the value of monetary compensation improvements in the Toronto-CUPE agreement.

Shift Premium (Maintenance Employees): 0-39¢-39¢ (0-37¢-37¢).

Sunday Premium: 59¢ (56¢) per hour for office employees and 53¢ (50¢) per hour for librarians.

Sick Leave (Part-time): Effective November 15, 1984, cumulative leave of 1 hour for every 24 hours worked for librarians and office employees (new).

Negotiation Committee Leave (Maintenance Employees): 1 day's paid leave to prepare for negotiations.

Paid Personnel Leave (new): Up to 3 day's leave per year for full-time librarians and office employees and pro-rated at the rate of 1/2 day every 2 months for employee with less than 1 year of service. 1 day's paid leave per year for maintenance employee when changing residence.

Experience Grade Allowance: Minimum \$450 (\$150) per year for full-time and temporary librarians and office employees.

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 400 employees*, settled at the bargaining stage. Duration of negotiations - 5 months.

* Part-time employees are now included in the agreement.

Wages: Effective Jan. 1/84

General Increase 5%

Annual Rates

Group 1 (includes Clerk Typist) \$17,105.42-\$18,951.85
(\$16,290.88-\$18,049.38)

Group 18 (includes Systems Librarian) \$33,724.88-\$38,868.70
(\$32,118.93-\$37,017.81)

Probationary period is 3 months. Maximum rates are reached on merit.

Sick Pay (Part-time): 37¢ (28¢) per hour worked in lieu of sick pay.

Vacation Pay (Part-time): Effective November 26, 1984, 6% (4%).

Health and Welfare: Dental Plan - Effective December 1, 1984, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Travel Allowance: Effective November 26, 1984, 23¢ (21¢) per kilometre.

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital and 70 other hospitals, province-wide - Ontario Council of Hospital Unions, various locals, Canadian Union of Public Employees (CLC) (full-time and part-time service, office and clerical and paramedical employees): Ninety-five 12-month renewal agreements effective from September 29, 1984 to September 28, 1985, covering 17,488 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 29/84</u>
	General Increase	5%
	Additional Adjustments	Equity adjustments to Registered Technologist classifications at 3 hospitals

Ottawa Civic Hospital

Ward Housekeeper	\$9.07-\$9.32 (\$8.64-\$8.88)
R.N.A.	\$9.89-\$10.43 (\$9.42-\$9.93)
Plasterer	\$12.74 (\$12.13)

Probationary period is 45 days worked. Maximum rate for Ward Housekeeper is reached after 2 annual increases and for R.N.A. after 3 annual increases.

Note: Working conditions and benefit provisions were standardized for all participating hospitals and inserted in agreements which did not contain them previously.

St. Vincent Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CFL) (full-time and part-time service employees): A 24-month renewal agreement effective from April 1, 1984 to March 31, 1986, covering 611 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>April 1/84</u>	<u>April 1/85</u>
	Average Increases	5.5%	5.5%
	<u>Monthly Rates</u>		
	Maid	\$1,295-\$1,475 (\$1,238-\$1,403)	\$1,370-\$1,550
	R.N.A.	\$1,505-\$1,685 (\$1,428-\$1,593)	\$1,595-\$1,775
	Electrician	\$2,070-\$2,250 (\$1,958-\$2,132)	\$2,195-\$2,375

	<u>Dec. 1/85</u>
Increase	Average 3%; no increase to maximum rates except for R.N.A.
Maid	\$1,445-\$1,550

Dec. 1/85

R.N.A.	\$1,695-\$1,800
Electrician	\$2,270-\$2,375

Probationary period is 65 days worked. Maximum rates are reached after 3 annual increases.

Sunnybrook Medical Centre and 46 other hospitals, province-wide - various locals, Service Employees International (AFL-CIO/CLC): Seventy 12-month renewal agreements effective from November 15, 1984 to November 14, 1985, with wages retroactive to June 2, 1984, covering 10,115 employees, settled by arbitration. Duration of negotiations - 6 months.

Previous agreement expired on June 1, 1984.

Wages:	Effective	<u>June 2/84</u>	<u>June 1/85</u>
	Increases	50¢ or 5%, whichever is greater	20¢ or 2%, whichever is greater
	Additional Adjustments (Sensenbrenner Hospital):	22¢ to House- keeping Atten- dant II; 23¢ to Nurse Aide, Dietary Aide, and Housekeeping Attendant I; 34¢ to Orderly	

Sunnybrook Medical Centre
(Bi-weekly Rates)

Housekeeping Aide	\$676.58-\$688.35 (\$639.08-\$650.85)	\$691.58-\$703.35
R.N.A.	\$760.43-\$777.00 (\$722.93-\$739.50)	\$775.64-\$792.54
Electrician	\$906.73-\$929.33 (\$863.55-\$885.08)	\$924.86-\$947.92

Probationary period is 45 days of work. Maximum rates for Housekeeping Aide and R.N.A. are reached after 2 annual increases and for Electrician, after 1 annual increase.

Paid Maternity Leave (new):	Maximum 15 weeks at the difference between 75% of wages and U.I.C. benefit, after a 2-week waiting period.
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FEDERAL ADMINISTRATION

Treasury Board of Canada, province-wide - Council of Graphic Arts Unions (4 AFL-CIO/CLC unions) (printing operations, non-supervisory employees): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 466 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/84</u>
	General Increase	3%
	Offset Machine Operator 1 (OF0-2)	\$12.07 (\$11.72)
	Offset Machine Operator 5 (OF0-28) (new)	\$12.82
	Webb Fed Press Operator (OF0-26)	\$16.87 (\$16.38)
Night Shift Premium:	80¢ (75¢) per hour.	
Lead Hand Premium:	77¢ (67¢) per hour.	
Shift Change:	One and one-half times pay for the first shift if not notified 72 hours prior to change in the regularly scheduled shift (new).	
Paid Vacation:	3 weeks after 1 (3) year(s) of service and 5 weeks after 20 (23) years.	
Bereavement Leave:	4 (3) days of paid leave on the death of a member of the immediate family and 3 (2) additional days of special leave with pay for travel. Immediate family now includes common-law spouse.	
Sick Leave:	15 (18) days of paid leave per year.	
Maternity Leave:	For leaves effective July 1, 1984, employee may use earned vacation, compensatory leave and sick leave up to and beyond the date that her pregnancy terminates (new).	

LOCAL ADMINISTRATION

Durham Regional Municipality at Whitby - Local 1764, Canadian Union of Public Employees (CLC) (inside employees): A 24-month renewal agreement effective from July 1, 1984 to June 30, 1986, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	General Increases	5%	4%
	<u>Annual Rates</u>		
	Clerk 1	\$15,304 (\$14,575)	\$15,916
	Senior Planner 2	\$40,023 (\$38,117)	\$41,624

Health and Welfare: Life Insurance - Effective November 1, 1984, benefit is \$75,000 (\$70,000). Effective July 1, 1985, \$80,000.

Major Medical - Plan is extended to include the services of clinical ecologists, at \$8 per visit for up to 20 visits per year per employee (new).

Vision Care - Effective January 1, 1985, maximum claim is \$80 (\$70) every 2 years.

Long Term Disability Plan - Effective November 1, 1984, maximum monthly benefit is \$1,400 (\$1,300). Effective July 1, 1985, \$1,600.

Bereavement Leave: 7 (3) days' paid leave upon death of child.

Travel Allowance: Effective July 1, 1983, automobile travel allowance rates, for employees required to use their car in the performance of their duties, are increased by 5% ranging, depending on distance driven annually, from \$97 (\$92) for up to 5,000 km. to \$343 (\$327) plus 11.9¢ (11.3¢) per km. over 20,000 km. Effective July 1, 1984 and 1985, additional 5% increases in each rate.

Mileage Allowance: Effective July 1, 1983, 21.6¢ (20.6¢) per km. Effective July 1, 1984, 22.7¢ per km. Effective July 1, 1985, 23.8¢ per km. for occasional travel.

Etobicoke City Corporation - Ontario Professional Fire Fighters Assn. (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 402 employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	4%
	Fire Fighter 3rd Class	\$24,857 (\$23,901)
	Fire Fighter 1st Class	\$33,143 (\$31,868)
	District Chief	\$43,085 (\$41,428)

Pension Plan: Effective January 1, 1985, existing city pension plan is transferred to OMERS.

Mississauga City Corporation - Ontario Professional Fire Fighters Assn. (Ind.): A 24-month renewal agreement effective from January 1, 1984 to December 31, 1985, covering 347 employees, settled at the bargaining stage. Duration of negotiations - 9 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increases	5%	3%	Wage Reopener
	Category II - Clerk Typist	\$14,161-\$16,910 (\$13,487-\$16,105)	\$14,586-\$17,417	

	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>	<u>July 1/85</u>
Fire Fighter 1st Class	\$33,587 (\$31,988)	\$34,595	
Assistant Deputy Chief	\$47,022 (\$44,783)	\$48,433	

Probationary period is 12 months. Maximum rate for Clerk Typist is reached after 30 months.

Premium Pay: Effective January 1, 1985, Building and Maintenance Co-ordinator receives 120% (115%) of 1st Class Rate. Acting Mechanic receives \$500 per year (new).

Health and Welfare: Long Term Disability Plan - Effective January 1, 1985, maximum benefit is \$3,500 (\$2,500).

Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective March 1, 1985, the 1985 O.D.A. fee schedule.

Mileage Allowance: 30.4¢ (28.8¢) per kilometre for the first 600 km., 16.4¢ (15.6¢) per km. for the next 1,400 km. and 8.8¢ (8.0¢) per km. over 2,000 km.

Toronto City Corporation - Ontario Professional Fire Fighters Assn. (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 1,264 employees, settled at the bargaining stage. Duration of negotiations - 10 months

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Fire Fighter 4th Class (after 6 months)	\$25,446 (\$24,234)
	Fire Fighter 1st Class	\$33,928 (\$32,312)
	Fire Platoon Chief	\$52,587 (\$50,083)

Long Service Pay: \$75-\$400 (\$65-\$390) per year depending on years of service.

Cleaning Allowance: \$110 (\$100) per year.

Waterloo Regional Board of Commissioners of Police at Kitchener - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 436 employees, settled by arbitration. Duration of negotiations - 7 1/2 months.

Wages:	Effective	Jan. 1/84
	General Increase	5%
	<u>Annual Rates</u>	
	Constable	\$26,306
	Third Class	(\$25,053)
	Constable	\$32,887
	First Class	(\$31,321)
	Staff Sergeant	\$39,266
		(\$37,396)

Plain Clothes Duty Allowance: Youth Bureau members are now included in the provision. Allowance is one-half the difference between the First Class Constable's salary and Sergeant's salary for the first 2 years, and three-quarters of the difference thereafter.

Paid Vacation: 5 weeks after 17 (19) years of service.

Health and Welfare: Dental Plan - Coverage is based on the current year's Ontario Dental Association fee schedule. (Previously based on the 1982 O.D.A. fee schedule.)

CONSTRUCTION

Canadian Automatic Sprinkler Association, Canada-wide except Quebec and British Columbia - Various Locals, Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1984 to April 30, 1986, covering 600 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Package:	Effective	Nov. 5/84	May 1/85
	General Increases	25¢	75¢
	<u>Local 853</u> Journeyman Sprinkler Fitter		
	Ontario West (includes Thunder Bay)	\$21.27 (\$21.02)	\$22.02
	Ontario East (includes Ottawa)	\$21.75 (\$21.50)	\$22.50
	Ontario Central (includes Toronto)	\$22.46 (\$22.21)	\$23.21

Rates shown include vacation pay and employer contributions to welfare and pension funds.

Welfare Fund: Effective November 5, 1984, 95¢ (75¢) per hour worked.

Addenda

September 1984 Settlement

PETROLEUM AND COAL PRODUCTS

Petro-Canada Products Inc. at Toronto, Mississauga, and Oakville - Locals 593 and 599, Energy and Chemical Workers (CLC): Five 12-month renewal agreements effective from February 1, 1985 to January 31, 1986, with wages retroactive to January 1, 1985, covering 264 employees, settled at the bargaining stage and ratified in September, 1984. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase*	4%
	<u>Trafalgar Refinery</u>	
	General Utilityman	\$12.42 (\$11.94)
	Plant Operator	\$19.01 (\$18.28)

Shift Premium: 0-64¢-\$1.12 (0-61¢-\$1.08).
7-day continuous operation, Trafalgar Refinery:
8-hour shift: 32¢-64¢-\$1.12 (31¢-61¢-\$1.08).
12-hour shift: 47¢-92¢ (45¢-88¢).

* For purposes of benefit computations, the effective date remains February 1, 1985.

October 1984 Settlements

COMMUNICATION

Canada Post Corporation, system-wide - Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services): A 15-month renewal agreement effective from October 1, 1984 to December 31, 1985, covering 8,000 Ontario employees, settled at the bargaining stage and ratified in October, 1984. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/84</u>
	General Increase	2.9%
	Letter Carrier	\$12.80-\$12.98 (\$12.43-\$12.61)
	Mail Service Courier Relief	\$13.33-\$13.42 (\$12.96-\$13.05)
	Mail Service Courier Heavy Vehicle	\$13.71-\$13.80 (\$13.34-\$13.43)

	Maximum rate for Letter Carrier is reached after 2 annual increases and for Mail Service Couriers after 1 annual increase.
Cost of Living Allowance:	1¢ per 0.26 point change in the Consumer Price Index - 1971=100. Adjusted quarterly and triggered at 5% above the September 1984 index. (Previously, COLA clause was inoperative. Basic formula is unchanged.)
Health and Welfare:	<u>Group Surgical-Medical Insurance Plan</u> - Effective January 1, 1985, employer pays 100% (70%) of premium cost. <u>Dental Plan</u> - Effective January 1, 1985, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.
Rest Period Compensation:	<u>Full-time employees</u> - \$566 (\$502) per year. <u>Part-time employees</u> - \$283 (\$251) per year.
Isolated Posts Allowance:	\$1,301-\$2,062 per year for single employee, and \$2,168-\$3,435 for married employee, depending on location. Pro-rated for part-time employees. (Previously, as established by Treasury Board Isolated Posts Directive.)
Automobile Allowance:	25¢ per km. (Previously, as established by the Treasury Board Travel Directive.)
Recall Rights (new):	After 2 years of employment, 1 year in seniority order; for up to 2 years of employment, 1/2 of continuous employment in seniority order. (Provision replaces severance pay in cases of layoff.)
Severance Pay:	For employees terminated after having exhausted all recall rights, 2 week's pay for the first year and one week's pay for each additional year of continuous employment up to a maximum of 28 (27) weeks' pay. (Previously, paid in case of first layoff only; for second and subsequent layoff, 1 week's pay per year of continuous employment up to a maximum of 27 weeks' pay.)
Job Security:	Guaranteed continuous employment for all employees affected by technological change or changed methods of operation. (Previously, guarantee applied only during the term of the contract.)
Meal Allowance:	Effective January 1, 1985, \$6.25 (\$6).
Boot Allowance (full-time):	Effective April 1, 1985, \$115 and effective October 1, 1985, \$115 for a total of \$230 (\$220) per year.
Glove Allowance: (full-time):	Effective October 1, 1985, \$20 (\$19) per year.
Boot and Glove Allowance (part-time):	13¢ (12¢) per hour in lieu of annual allowance.
Displacement Allowance:	\$200 or \$400 (\$100 or \$300) lump sum payment to employee permanently transferred due to technological change or changes in operating methods, where the distance to work has increased by 2 or 4 miles respectively.

RETAIL TRADE

Steinberg Inc. (Miracle Mart Division) at Toronto and other centres in Ontario except the eastern counties - Local 725, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time department store employees: A 24-month renewal agreement effective from August 1, 1984 to July 31, 1986, covering 595 employees, settled with mediation assistance and ratified in October, 1984. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/84</u>	<u>Aug. 1/85</u>	<u>Feb. 1/86</u>
	Increases			
	Full-time		\$5 per week	\$5 per week
	Part-time		13¢ per hour	13¢ per hour
	<u>Weekly Rates</u>			
	<u>Full-time Employees</u>			
	Clerk	\$210.725-\$276.225 (\$210.725-\$276.225)	\$215.725-\$281.225	\$220.725-\$286.225
	Clerk I	\$261.725-\$305.225 (\$261.725-\$305.225)	\$266.725-\$310.225	\$271.725-\$315.225
	<u>Hourly Rates</u>			
	<u>Part-time Employees</u>			
	(Hired on or after October 21, 1984)			
	Clerk	\$4.15*-\$6.324 (\$4.393-\$6.324)	\$4.28*-\$6.454	\$4.41*-\$6.584

* Base rates for part-time employees hired prior to October 21, 1984 and prior to October 25, 1982, respectively: Effective August 1, 1984, \$4.393 and \$4.934. Effective August 1, 1985, \$4.523 and \$5.064. Effective February 1, 1986, \$4.653 and \$5.194.

Probationary period is 22 days worked for full-time employees and 175 hours worked for part-time employees. Maximum rates for full-time and part-time Clerk are reached after five 6-month increases, and for Clerk I, after three 6-month increases.

Rest Period: A second 15-minute paid rest period for part-time employees who are required to work 7 or more hours in one day (new).

Health and Welfare: Life Insurance - Effective August 1, 1985, employer contributes 6¢ (5¢) per hour worked.

Dental Plan - Effective October 22, 1984, employer contributes 10¢ (8¢). Effective July 29, 1985, 12¢.

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board at Ottawa - Employees' Assn. (Ind.)
(full-time and part-time maintenance, plant operations and transportation employees): A 12-month first agreement effective from January 1, 1984 to December 31, 1984, covering 230 employees, settled at the bargaining stage and ratified in October, 1984. Duration of negotiations - 10 months.

Wages: Effective Jan. 1/84

General Increase 4.8%

Monthly Rates Full-time

Caretaker-Category E \$13,094-\$15,766
(35 hours) (\$12,492-\$15,044)

Caretaker-Category F \$15,531-\$17,592
(40 hours) (\$14,820-\$16,786)

General Maintenance \$16,913-\$19,691
(40 hours) (\$16,138-\$18,789)

Carpenter \$23,649-\$26,573
(40 hours) (\$22,566-\$25,356)

Probationary period is 6 months. Maximum rate for Caretaker-Category E is reached after four annual increases and for Caretaker-Category F, General Maintenance and Carpenter after three annual increases.

Responsibility Head Caretaker
Allowances: Schools less than 45,000 square feet, \$603 (\$575)
Schools greater than 45,000 square feet, \$917 (\$875)

Hours of Work: 40 and 35 hours per week for regular full-time employees and less than 35 hours per week for regular part-time employees.

Overtime Pay: Time and one-half for all hours worked in excess of 40 hours per week including Saturday and double-time on Sundays.

Acting Pay: Employee required to perform the majority of duties of a higher classification for at least 15 consecutive working days will be paid the higher classification rate for the duration of the assignment.

Paid Holidays: New Year's Day, Good Friday, Easter Monday, Queen's Birthday, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 11 days, providing employee has worked or received wages for regularly scheduled day of work preceding the holiday or has received wages on at least 10 days during the 4 weeks of work immediately preceding the holiday. Pro-rated for part-time and casual employees.

Holiday Pay: Double-time for all hours worked on a statutory holiday.

Paid Vacation:	3 weeks after 1 year of service, 4 weeks after 10 years, 4 weeks and 1 day after 15 years, 4 weeks and 2 days after 16 years, 4 weeks and 3 days after 17 years, 4 weeks and 4 days after 18 years and 5 weeks after 19 years.
Vacation Pay:	4% of gross earnings for casual/substitute employees and bus drivers.
Bereavement Leave (Full-time):	<p>Up to 3 days paid leave due to death of father, mother, sister, brother, husband, wife, son, daughter, mother-in-law and father-in-law.</p> <p>1 day's paid leave for death of grandparent, son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt and uncle.</p> <p>Leave pro-rated for part-time employees providing it coincides with a scheduled work day.</p>
Paid Sick Leave (Full-time):	1.66 days cumulative per month worked to a maximum of 240 days.
Paid Jury or Crown Witness Leave:	Employer pays difference between regular pay and fees received.
Career Development Leave:	Leave with pay to be granted for courses given by the employer or offered by a recognized academic institution and a seminar, convention or study session in a specialized field directly related to the employee's work.
Health and Welfare:	<p><u>Life Insurance</u> - Employer pays 80% of premium costs.</p> <p><u>O.H.I.P.</u> - Employer pays 85% of premium costs.</p> <p><u>Extended Health Care</u> - Employer pays 85% of premium costs.</p> <p><u>Long Term Disability Plan</u> - Employer pays 80% of premium costs for full-time employees.</p> <p><u>Dental Plan</u> - Employer pays 80% of premium costs for full-time employees. Coverage is based on the current year's Ontario Dental Association fee schedule.</p>
Pension Plan (Full-time):	O.M.E.R.S. basic plan.
Educational Allowance:	Full reimbursement of tuition fees for successful completion of a course from a recognized academic institution.
Parking Allowance:	\$20 per year for employees required to provide space at their residence for Board vehicles.

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
DECEMBER 1984



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1984 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	558
December 1984 Settlements	
Leather	561
Paper and Allied	562
Primary Metal	564
Transportation Equipment	565
Non-Metallic Mineral Products	568
Petroleum and Coal Products	568
Miscellaneous Manufacturing	569
Forestry	570
Retail Trade	573
Education and Related Services	575
Health and Welfare Services	581
Federal Administration	583
Provincial Administration	584
Construction	586
Addendum	
November 1984 Settlements	587

Highlights

Logging Settlements: The Carpenters reached agreements in December with Abitibi-Price Inc, Domtar Forest Products and Spruce Falls Power and Paper Co for 1,000 logging employees. Wage terms in the three agreements, which will expire August 31, 1987, included a 2.5 percent increase in the first year, 4 percent in the second year and 5 percent in the third year. Shift differentials were increased by 3 cents an hour for the second shift and 5 cents for the third shift.

Under the health and welfare provisions, employer contributions to hospital and medical care were increased by \$4.47 to \$36.55 for single coverage, and by 83 cents to \$75.82 for family coverage; the maximum benefit from the sickness and accident plan was increased to \$345 a week, from \$315; the \$1,400 maximum from the 50-percent-monthly-earnings benefit for long-term disability was eliminated for employees of Abitibi-Price and Spruce Falls Power and Paper, and was increased to \$1,700 from \$1,400 for employees of Domtar Forest Products; and the dental plan benefit fee coverage was updated.

A new pension plan was established for the employees of Abitibi-Price and Domtar Forest Products, in which the employer will contribute \$30 a month for each employee, and a further \$30 on condition that the employee also contributes this amount. Under the existing plan at Spruce Falls Power and Paper the pension rate was increased and the 45-years age requirement with 10 years of service for vesting was eliminated.

Nursing Homes Settlement. An arbitration award set the terms of 30 agreements for 2,500 full-time and part-time employees represented by the Service Employees union at 29 nursing homes operated by Extendicare Ltd and five other companies. The award granted wage increases of 5 percent on April 1, 1984 and 6 percent on April 1, 1985. Other terms of the award included establishment of a \$3-a-shift payment on temporary responsibility for non-bargaining unit work assignments; up-dating of dental plan benefit fee coverage; requirement of 1-8 weeks' advance notice, depending on seniority, to full-time employees of layoffs of more than 12 weeks; and establishment of a provision to restrict contracting-out of bargaining-unit work.

School Boards: Twenty-three major agreements covering 25,570 public school teachers and 2,450 support employees were negotiated during October, November and December. Wage increases under these agreements ranged from 3.0 - 6.7 percent over one year for the teachers and from 3.3 - 6.2 percent for the support employees, with the majority receiving between 4.0 - 4.8 percent. The most common changes in benefit provisions involved updating of dental plan benefit fee coverage and increasing the maximum benefit payable under vision and audio care plans.

Index to Settlements Reported, December 1984

Employer and Location	Union	Page
Abitibi-Price Inc., Iroquois Falls Woods Div.	Carpenters (AFL-CIO)	570
Accurcast Die Casting Ltd., Wallaceburg	Molders (AFL-CIO/CLC)	564
Canada Safeway Ltd., Thunder Bay	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	573
Corah Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	587
Donglas Inc., Brampton	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	568
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time truck drivers and warehouse empls.)	574
Dontar Inc., Dontar Forest Products, Woodlands Div., Nipigon	Carpenters (AFL-CIO)	571
Essex County Board of Education, Essex	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	575
Extendicare Ltd. and 5 other companies operating 29 nursing care homes in Ontario	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	582
Fleet Aerospace Corp., Fleet Industries Div., Fort Erie	Machinists (AFL-CIO/CLC)	588
Great Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC) (mill, woodlands and chemical operations empls.)	562
Halton Regional Municipality, Halton Centennial Manor, Milton	Cdn. Operating Engineers (CCU)	582
Hamilton City Board of Education	CUPE (CLC) (caretakers, maintenance, bus drivers, cleaning and cooking empls.)	576
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	576
Hiway Market Ltd., Kitchener and Waterloo	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	575

Index to Settlements Reported, December 1984

Employer and Location	Union	Page
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC) (production empls.)	565
Kodak Canada Inc., Brampton and Toronto	Employees Assn. (Ind.)	569
Lakehead Board of Education, Thunder Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	577
Lakehead Board of Education, Thunder Bay	Ont. Secondary School Teachers' Fed. (Ind.)	577
Metropolitan Toronto Assn. for the Mentally Retarded, Toronto	CUPE (CLC)	583
Metropolitan Toronto Demolition Contractors Inc., previously Metropolitan Toronto House Wreckers' Assn., province-wide	Labourers (AFL-CIO)	586
Middlesex County Board of Education, Hyde Park	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	578
Nipissing Board of Education, North Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	578
Nipissing District Roman Catholic Separate School Board, North Bay	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	579
Ontario Government, province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (administrative services category)	584
Ontario Government, province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (clerical services category)	584
Ontario Government, province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (general operational services category)	585
Ontario Government, province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (maintenance services category)	585
Ontario Government, province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (office services category)	586
Queen's University, Kingston	CLC Directly Chartered	580

Index to Settlements Reported, December 1984

Employer and Location	Union	Page
Ross Memorial Hospital, Lindsay	CUPE (CLC) (service, office and clerical empls.)	581
Shell Canada Ltd. (Sarnia Refinery), Corunna	Energy and Chemical Workers (CLC)	568
Simcoe County Board of Education, Barrie	Ont. Public Service Empls. (NUPGE) (CLC)	579
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO) (woods operations empls.)	572
Steinberg Inc., Trillium Meats Div., Rexdale	Food and Commercial Workers (AFL-CIO/CLC) (meat processing plant empls.)	587
Susan Shoe Industries Ltd., Hamilton	Food and Commercial Workers (AFL-CIO/CLC)	561
Tenneco Canada Inc., Walker Exhausts Div., Cambridge	United Steelworkers (AFL-CIO/CLC)	566
Toronto Public Library Board	CUPE (CLC) (full-time and part-time librarians, office, clerical, maintenance and caretaking empls.)	581
Treasury Board of Canada	Economists, Sociologists and Statisticians Assn. (Ind.)	583
Tridon Ltd., Burlington	Employees Assn. (Ind.)	567
Victoria County Board of Education, Lindsay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	580
Weldwood of Canada Ltd., Longlac Plywood Div., Longlac	Carpenters (AFL-CIO)	561

LEATHER

Susan Shoe Industries Limited at Hamilton - Local 233F, Food and Commercial Workers (AFL-CIO/CLC): A 23-month renewal agreement effective from December 13, 1984* to November 8, 1986, covering 460 employees**, settled with mediation assistance. Duration of negotiations - 3 months.

* Previous agreement expired November 8, 1984.

** Includes 200 employees currently on lay-off status.

Wages:	Effective	Dec. 13/84	Nov. 8/85
	General Increases	15¢ to Class Rate Factors and Base Rates	10¢ to Class Rate Factors and Base Rates
	Class Rate Factor D	\$4.86 (\$4.71)	\$4.96
	Class Rate Factor A	\$5.46 (\$5.31)	\$5.56

Start Rate - Up to 20¢ below job base rate, with a 5¢ increase after each four weeks of work (unchanged).

Shift Premium: 0-4%-6% of piecework coupon earnings for new employees (new), 0-7%-14% for all other employees (unchanged).

Holiday Pay: Pay is based on 100% of current quarterly average rate. (Previously, 110% of base rate for the first 5 holidays, and 120% for the next 5 holidays.)

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Maximum annual claim per employee or dependent is \$1,800 (\$1,700).

WOOD

Weldwood of Canada Limited, Longlac Plywood Division at Longlac - Local 2693, Carpenters (AFL-CIO): A 36-month renewal agreement effective from June 1, 1984 to May 31, 1987, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	June 1/84	June 1/85	June 1/86
	General Increases	25¢	4%	5%
	Skilled Trades Adjustment		25¢ for Class "A" and above*	
	Additional Adjustment		15¢ for Wheeler Loader Operator	

	<u>June 1/84</u>	<u>June 1/85</u>	<u>June 1/86</u>
Dryer Feeder	\$10.34 (\$10.09)	\$10.75	\$11.29
Electrician Class "A"	\$12.94 (\$12.69)	\$13.71	\$14.40

* Includes Boiler and Dryer Operator, Engineer, and Carpenter.

Paid Vacation: 5 weeks at 10% after 18 years of service (new).

Health and Welfare: Life Insurance - Effective June 1, 1985, benefit is \$30,000 (\$25,000).

A. D. & D. - Effective June 1, 1985, benefit is \$60,000 (\$50,000).

Weekly Indemnity - Benefit is \$265 (\$250) per month. Effective June 1, 1985, \$285. Effective June 1, 1986, \$295.

Long Term Disability Plan - Effective June 1, 1985, maximum benefit is \$1,000 (\$900) per month.

Major Medical - Effective January 1, 1985, employer contributes \$36.55 (\$32.08) per month towards the cost of premiums for single coverage and \$75.82 (\$65.99) for family coverage. Effective June 1, 1985, contributions will be based on premiums in effect on that date.

Dental Plan - Effective June 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Pension Plan (new): Plan to be introduced effective January 1, 1986. Applicable to employees who are at least 25 years of age and have one year of service. Final details yet to be established.

PAPER AND ALLIED

Great Lakes Forest Products Limited at Dryden - Locals 105 and 1323, Canadian Paperworkers (CLC) (mill, woodlands and chemical operations employees): A 36-month renewal agreement effective from September 1, 1984 to August 31, 1987, covering 900 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General Increases	2.5%	4%	5%
	Additional Adjustments		1¢ per hour added to Job Classification Plan Scale prior to 4% increase	

	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
Labourer	\$12.83 (\$12.52)	\$13.34	\$14.01
Truck Driver (tandem axle - woodlands)	\$13.19 (\$12.87)	\$13.72	\$14.41
Journeyman A (Electrical & Instrumentation)	\$16.69 (\$16.28)	\$17.36	\$18.23
Electronic and Communication Electrician	\$16.88 (\$16.47)	\$17.56	\$18.44

Shift Premium: Effective September 1, 1985, 0-35¢-50¢ (0-30¢-40¢).

Health and Welfare: Extended Health Care - Maximum lifetime benefit is \$15,000 (\$10,000) per insured person. Employer contributes \$5 (\$3.65) per month for single coverage and \$16.23 (\$11.85) per month for family coverage. The cost of future premium increases during the term of the agreement are to be shared equally by employer and employee.

Long Term Disability Plan - Effective December 1, 1984, LTD benefits, pension accrual and life insurance benefits for all employees who have been continuously disabled for 5 or more years are upgraded to reflect the September 1, 1984, September 1, 1985 and September 1, 1986 wage increases.

Dental Plan - Effective December 4, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective September 1, 1985, the 1984 O.D.A. fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Basic Benefit - For retirements effective September 1, 1984, pension is 1.65% of final average earnings times years of pensionable service less 1/35 of CPP benefit times years of pensionable service after January 1, 1966, to a maximum of 35 years. (Previously, career earnings plan with 62.5% employee contributions.)

Early Retirement Bridging Supplement - \$18 (\$16) per month per year of credited service to a maximum of 30 years.

Special Increases (new) - For retirements effective between September 1, 1984 and August 31, 1986, benefit is increased by a dollar amount equal to 5% on the anniversary date of retirement prior to September 1, 1987, exclusive of any temporary bridging supplement and inclusive of any adjustments in that calendar year.

PRIMARY METAL

Accurcast Die Casting Limited at Wallaceburg - Local 93, Molders (AFL-CIO/CLC):

A 36-month renewal agreement effective from November 18, 1984 to November 18, 1987, covering 214 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 18/84</u>	<u>Nov. 24/85</u>	<u>Nov. 23/86</u>
COLA Fold-in		\$1.00		
General Increases		20¢	20¢	20¢
Additional Adjustments		8¢ for Job Class 1	10¢ for Job Class 4	
Job Class 0 (includes Labourer)		\$7.53 (\$6.33)	\$7.73	\$7.93
Job Class 6 (Die Cast Operator)		\$9.11 (\$7.91)	\$9.31	\$9.51
Job Class 11 (includes Tool Maker)		\$12.00 (\$10.80)	\$12.20	\$12.40
Summer students and part-time employees are paid \$1 less than the job rate (new).				
Cost of Living Allowance:	\$1.97 COLA float was generated during the previous agreement; \$1.00 folded into wages on November 18, 1984 and 97¢ continues to float. 1¢ per 0.45 point change in the Consumer Price Index - 1971=100, using the September, 1984 index as the base. Adjusted quarterly. (Basic formula is unchanged.) Effective January 1986, 1¢ per 0.40 point change in the C.P.I.			
Shift Premium:	Effective January 1986, 0-30¢-35¢ (0-25¢-30¢).			
Paid Holidays:	Effective November 23, 1986, one floating day is added, to be taken between Christmas and New Year's Day, for a total of 14 (13) days.			
Health and Welfare:	Life Insurance and A. D. & D. - Benefit is \$10,500 (\$10,000). <u>Effective November 24, 1985, \$11,000.</u> Effective November 23, 1986, \$11,500.			
Safety Shoe Allowance:	\$30 (\$25) per year. Effective November 24, 1985, \$35. Effective November 23, 1986, \$40.			

TRANSPORTATION EQUIPMENT

International Harvester Company of Canada Limited at Chatham - Local 127, Auto Workers (CLC) (production employees): A 34 1/2-month renewal agreement effective from December 5, 1984 to October 19, 1987, with wages retroactive to October 1, 1984, covering 875 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Oct. 1/84</u>	<u>Dec. 4/84</u>
	Increase	9¢-47¢	
	COLA Fold-in		\$2.39
	General Labourer	\$9.35 (\$9.22)	\$11.74
	Tool and Die Maker	\$12.29 (\$11.82)	\$14.68
	Effective	<u>Oct. 1/85</u>	<u>Oct. 1/86</u>
	COLA Fold-in	40¢	43¢
	General Labourer	\$12.14	\$12.57
	Tool and Die Maker	\$15.08	\$15.51

Cost of Living Allowance: \$3.27 COLA float was generated under previous agreements. Effective December 4, 1984, \$2.39 is folded into wages, 40¢ is folded into wages in the second year, and 43¢ is folded into wages in the third year, leaving 5¢ as a float. Special allowance of 11¢ is added to the float in May 1985, 25¢ is added in May 1986, and 24¢ is added in May 1987, for a total of 60¢.

1¢ per 0.26 point change based on the 3-month average change in the Consumer Price Index - 1969=100, using the average index for August, September and October, 1984 as the base. 1¢ from each of the 9 quarterly calculations is to be diverted. Adjusted quarterly. (Basic formula is unchanged. Previously, no diversions.)

Shift Premium: 6% of hourly rate, unchanged.

Paid Absence Allowance: Effective in 1985, 7 1/2 (5) vacation days per year may be used for paid absences in minimum 4 hour segments. Any unused absence allowance to be paid to employee at year end (unchanged).

Health and Welfare: Life Insurance - Benefit is \$37,500 (\$35,000).

A. D. & D. - Benefit is \$18,750 (\$17,500).

Weekly Indemnity - Maximum benefit is \$390 (\$315) per week.

Long Term Disability Plan - Maximum benefit is \$1,545 (\$1,245) per month.

Major Medical - Prosthetics and medical equipment coverage is extended.

Dental Plan - Coverage is based on the current year's (1983) Ontario Dental Association fee schedule. Maximum lifetime orthodontic benefit is \$1,000 (\$800). Payment for certain routine procedures once every 9 (6) months.

Pension Plan: Basic Benefit - Effective July 1, 1985, \$18.50 (\$17.50) per month per year of service. Effective July 1, 1986, \$19.90. Effective July 1, 1987, \$21.35.

Current Retirees - Effective in April 1985, benefit increases by \$1 per month per year of service.

Special Pension Payment: Two lump sum payments of \$200 to retiree or \$120 to surviving spouse, payable April 1986 and April 1987. (Previously, one lump sum payment of \$300 or \$120 respectively on January 1, 1984.)

Supplemental Unemployment Benefit Plan: SUB Funding - Effective January 4, 1985, employer contributes \$50,000 to fund. Regular employer contributions will resume when the initial payment is used up, with 23¢ (21¢) per hour effective in 1985, 24¢ in 1986 and 25¢ in 1987.

Prepaid Legal Services Plan (new): Effective May 3, 1985 employer contributes 3¢ per hour towards plan fund. Plan becomes effective May 1, 1986.

Tenneco Canada Inc., Walker Exhausts division at Cambridge - Local 2894, United Steelworkers (AFL-CIO/CLC): A 38-month early renewal agreement effective from December 2, 1984* to February 6, 1988, covering 374 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

* Previous agreement was scheduled to expire February 2, 1985.

<u>Wages:</u>	<u>Effective</u>	<u>Dec. 2/84</u>	<u>Feb. 2/86</u>	<u>Feb. 1/87</u>
General Increases		40¢	40¢	40¢
General Labour		\$10.08 (\$9.68)	\$10.48	\$10.88
Tool & Die Journeyman		\$13.92 (\$13.52)	\$14.32	\$14.72

Shift Premium: 0-36¢-46¢ (0-34¢-44¢). Effective February 2, 1986, 0-38¢-48¢. Effective February 1, 1987, 0-40¢-50¢.

Paid Vacation: 4 weeks after 12 (13) years of service and 5 weeks after 22 (24) years. Effective February 2, 1986, 4 weeks after 11 years. Effective February 1, 1987, 4 weeks after 10 years.

Health and Welfare: Life Insurance - Benefit is \$14,500 (\$13,500). Effective February 2, 1986, \$15,500. Effective February 1, 1987, \$16,000.

Weekly Indemnity - Maximum benefit is \$195 (\$180) per week. Effective February 2, 1986, \$205. Effective February 1, 1987, \$220.

Safety Shoe Allowance: \$35 (\$30) per year.

Pension Plan: Basic Benefit - \$10 (\$9) per month per year of service. Effective February 2, 1986, \$11. Effective February 1, 1987, \$12.

Tridon Limited at Burlington - Employees' Association (Ind.): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
General Increases		5%	4%
Operator (Non-Incentive)		\$9.20 (\$8.76)	\$9.57
Shipper		\$11.76 (\$11.20)	\$12.23
Electrical Maintenance		\$14.06 (\$13.39)	\$14.62
Toolmaker A		\$14.25 (\$13.57)	\$14.82

Start Rate - \$1.00 below the classification rate, which is reached after three 20-day increases. (Previously, 10¢ below the classification rate for 60 days.)

Cost of Living Allowance: 1¢ per full 0.1% increase in the Consumer Price Index - 1971=100, using the December, 1984 index as the base. Triggers at 7%, with the first adjustment in December, 1985 and quarterly adjustments thereafter. (Basic formula is unchanged. Previously did not trigger.)

Shift Premium: 0-32¢-37¢ (0-28¢-33¢). Effective January 1, 1986, 0-33¢-38¢.

Paid Holidays: 1 day added during the Christmas period for a total of 12 (11) days.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$11,000 (\$10,000). Effective January 1, 1986, \$12,000.

Weekly Indemnity - Payable on a 1-1-4-15 (1-1-6-15) basis.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective January 1, 1986, the 1984 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of past and future service to a maximum of \$330 (\$300) per month for an employee aged 55 or over by December 31, 1986. \$12 (\$10) per month per year of future service for all other employees. Effective January 1, 1986, \$13.

NON-METALLIC MINERAL PRODUCTS

Domglas Inc. at Brampton - Local 260, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A 36 1/2-month renewal agreement effective from February 1, 1985 to February 15, 1988, covering 644 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	Feb. 1/85	Feb. 1/86	Feb. 1/87
General Increases		3%	3%	3%
Selector Packer		\$10.55-\$10.80 (\$10.24-\$10.49)	\$10.87-\$11.12	\$11.20-\$11.45
Painter/ Carpenter		\$12.66-\$13.10 (\$12.29-\$12.72)	\$13.04-\$13.49	\$13.43-\$13.89
Licensed Electrician/ Instrument Technician		\$13.46-\$13.78 (\$13.07-\$13.38)	\$13.86-\$14.19	\$14.28-\$14.62

Start rates - Previous rates frozen for the term of this agreement for newly hired employees.

Probationary period is 6 (2) months. Maximum rate for Selector Packer is reached after one 6-month increase, for Painter/Carpenter after two annual and one 6-month increases, and for Licensed Electrician/Instrument Technician after two annual increases.

Lump Sum Settlement Payment: Effective December 21, 1984, \$100 per employee.

Cost of Living Allowance: 1¢ per 0.35 point change in the Consumer Price Index - 1971=100, using the November, 1984 index as the base. Triggered at 5% annually. Adjusted quarterly and folded into wages on February 1, 1986 and 1987. (Previously, 1% per 1% change in the CPI, triggered at 10% annually. Formula did not trigger.)

Shift Premium: 0-23¢-29¢ (0-21¢-27¢).

Vacation Pay: An employee who is eligible for more than 4% vacation pay in a year must work a minimum of 800 hours, including time on weekly indemnity or worker's compensation, before vacation allowance above 4% is paid out (new).

PETROLEUM AND COAL PRODUCTS

Shell Canada Limited (Sarnia Refinery) at Corunna - Local 848, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from February 1, 1985 to January 31, 1986, with wages retroactive to January 1, 1985, covering 212 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/85</u>
	General Increase*	4%
	Regular Labour	\$11.69 (\$11.24)
	Journeyman	\$17.59 (\$16.91)
	Senior Process Operator	\$19.01 (\$18.28)

* Percentage-based shift premiums increased proportionately on January 1, 1985. For purposes of benefit computations, the effective date remains February 1, 1985.

MISCELLANEOUS MANUFACTURING

Kodak Canada Inc. at Brampton and Toronto - Employees' Association (Ind.): A 36-month renewal agreement effective from November 5, 1984 to November 1, 1987, covering 875 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 4/84</u>	<u>Nov. 3/85</u>	<u>Nov. 2/86</u>
	Increases	average 5.3%	average 4.4%	4%*
	Assembler 6	\$10.81 (\$10.26)	\$11.31	\$11.77
	Electrician 17	\$15.66 (\$14.91)	\$16.29	\$16.95
	Mechanical Technician	\$17.93 (\$17.07)	\$18.65	\$19.40

* Wage reopener in the third year of this contract if the increase in the Consumer Price Index exceeds 4.5% during the second contract year.

Shift Premium: 75¢ (70¢) per hour worked between 7 p.m. and 7 a.m. Effective November 3, 1985, 80¢. Effective November 2, 1986, 90¢.

Acting Pay: Employee temporarily transferred for 30 (60) minutes or more accumulative on the same job receives either his job rate or the rate of the job assigned, whichever is greater.

Paid Vacation: Effective January 1, 1986, 4 weeks after 11 (12) years of service. Effective January 1, 1987, 4 weeks after 10 years.

FORESTRY

Abitibi-Price Inc., Iroquois Falls Woods Division - Local 2995, Carpenters (AFL-CIO):

A 36-month renewal agreement effective from September 1, 1984 to August 31, 1987, covering 343 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General	2.5%	4%	5%
	Increases			

Hourly Rates

General	\$13.65	\$14.20	\$14.91
Labourer	(\$13.32)		
Class A	\$17.00	\$17.68	\$18.57
Trades	(\$16.59)		

Shift Premium: Effective September 1, 1985, 0-40¢-50¢ (0-37¢-45¢).

Health and Welfare: Medical, Surgical, Drug and Hospital Care Plan - Effective January 1, 1985, employer contributes \$36.55 (\$32.08) per month for single coverage and \$75.82 (\$65.99) per month for family coverage.

Weekly Indemnity - Effective January 1, 1985, maximum benefit is \$325(\$315) per week. Effective September 1, 1985, \$335. Effective September 1, 1986, \$345.

Long Term Disability Plan - Effective January 1, 1985, benefit is 50% of monthly earnings. (Previously, 50% of monthly earnings to a maximum of \$1,400 per month.)

Dental Plan - Effective January 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective September 1, 1985, the 1984 O.D.A. fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan (new): Effective September 1, 1985, employer contributes \$30 per month per employee, with an option of a further \$30 contribution conditional on the employee contributing \$30. Further details are not yet available.

Mileage Allowance: Effective December 10, 1984, 20¢ (19¢) per kilometre.

Protective Clothing Subsidy: Effective December 10, 1984, employer will sell to employee safety pants at \$9 (\$7), safety gloves at \$6 (\$5) and safety boots at \$12 (\$10), below invoice price.

Power Saw Rental: Employer pays to day workers using own saws \$10.00 (\$9.50) per 8 hour day for felling and limbing and \$11.00 (\$10.50) per day for bucking at a landing on a skidding operation.

Domtar Inc., Domtar Forest Products, Woodlands Division at Nipigon - Local 2693, Carpenters (AFL-CIO): A 36-month renewal agreement effective from September 1, 1984 to August 31, 1987, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General Increases	2.5%	4%	5%

Hourly Rates

Labourer, General	\$13.65 (\$13.32)	\$14.20	\$14.91
Mechanic Class A	\$17.00 (\$16.59)	\$17.68	\$18.57

Shift Premium: Effective September 1, 1985, 0-40¢-50¢ (0-37¢-45¢).

Health and Welfare: Medical, Surgical, Drug and Hospital Care Plan - Effective January 1, 1985, employer contributes \$36.55 (\$32.08) per month for single coverage and \$75.82 (\$65.99) per month for family coverage.

Weekly Indemnity - Effective January 1, 1985, maximum benefit is \$325 (\$315) per week. Effective September 1, 1985, \$335. Effective September 1, 1986, \$345.

Long Term Disability Plan - Effective January 1, 1985, maximum monthly benefit increases to \$1,500 (\$1,400). Effective September 1, 1985, \$1,600. Effective September 1, 1986, \$1,700.

Dental Plan - Effective January 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective September 1, 1985, the 1984 O.D.A. fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan (new): Effective September 1, 1985, employer contributes \$30 per month per employee, with an option of a further \$30 contribution conditional on the employee contributing \$30. Further details are still being negotiated.

Mileage Allowance: 20¢ (19¢) per kilometre.

Protective Clothing Subsidy: Employer will sell to employee safety boots at \$12 (\$10), safety pants at \$9 (\$7), safety gloves at \$7 (\$5) and ballistic type nylon boots at \$17 (new), below invoice price.

Power Saw Rental: Employer pays to day workers using own saws \$10.00 (\$9.50) per 8 hour day for felling and limbing and \$11.00 (\$10.50) per day for bucking at a landing on a skidding operation.

Spruce Falls Power and Paper Company Limited at Kapuskasing - Local 2995, Carpenters (AFL-CIO) (woods operations employees): A 36-month renewal agreement effective from September 1, 1984 to August 31, 1987, covering 450 employees*, settled with mediation assistance. Duration of negotiations - 3 months.

* Includes 75 employees currently on lay-off status.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General	2.5%	4%	5%
	Increases			

Hourly Rates

Labourer, General	\$13.65 (\$13.32)	\$14.20	\$14.91
Electrician Class A	\$17.00 (\$16.59)	\$17.68	\$18.57

Shift Premium: Effective September 1, 1985, 0-40¢-50¢ (0-37¢-45¢).

Health and Welfare: Medical, Surgical, Drug and Hospital Care Plan - Effective January 1, 1985, employer contributes \$37.22 (\$32.08) per month for single coverage and \$77.16 (\$65.99) per month for family coverage including the anticipated increase in the Drug Plan on that date. Effective January 1, 1986, employer pays the then current premiums for the remainder of the agreement.

Weekly Indemnity - Effective January 1, 1985, maximum benefit is \$325 (\$315) per week. Effective September 1, 1985, \$335. Effective September 1, 1986, \$345.

Long Term Disability Plan - Effective January 1, 1985, benefit is 50% of monthly earnings. (Previously, 50% of monthly earnings to a maximum of \$1,400 per month.)

Dental Plan - Effective January 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective September 1, 1985, the 1984 O.D.A. fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective September 1, 1985, benefit is 1% (7/8 of 1%) of average monthly earnings based on best five of the previous 15 years for all future years of service and the previous 5 consecutive years of past service, plus 7/8 of 1% for all other years of past service.

Vesting - Effective September 1, 1985, employee with 10 years of continuous service is eligible for a deferred benefit at age 65. (Previously, employee with 10 years of continuous service at 45 years of age.)

Mileage Allowance: Effective December 23, 1984, 20¢ (19¢) per kilometre.

Protective Clothing Subsidy: Effective December 1, 1984, employer will sell to employee safety boots at \$12 (\$10), safety pants at \$9 (\$7) and safety gloves at \$7 (\$5), below invoice price.

Power Saw Rental: Employer pays to day workers using own saws \$10.00 (\$9.50) per 8 hour day for felling and limbing and \$11.00 (\$10.50) per day for bucking at a landing on a skidding operation.

RETAIL TRADE

Canada Safeway Limited at Thunder Bay - Local 409, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 20 1/2-month renewal agreement effective from December 17, 1984* to August 31, 1986, with wages retroactive to September 2, 1984, covering 450 employees, settled with mediation assistance. Duration of negotiations - 5 months.

* Previous agreement expired on September 1, 1984.

Wages:	Effective	<u>Sept. 2/84</u>	<u>Sept. 2/85</u>
	Increases** (Top rates)		
	Full-time Employees	50¢	50¢
	Part-time Employees	35¢	35¢
	<u>Full-time Employees</u>		
	Clerk "A"	\$6.98-\$12.03 (\$6.98-\$11.53)	\$6.98-\$12.53
	Cutter	\$8.06-\$13.28 (\$8.06-\$12.78)	\$8.06-\$13.78
	<u>Part-time Employees</u>		
	Student	\$5.05-\$9.79	\$5.05-\$10.14
	Non-Student	(\$5.05-\$9.44)	

** Increases range from zero on start rates to 100% on top rates.

Probationary period 45 (30) calendar days. Maximum rate for Clerk "A" is reached after one 3-month increase plus four 6-month increases; for Cutter after five 6-month increases; and for part-time employees after 3,000 hours.

Economic Adjustment (Full-time): Four quarterly payments of \$91 each in each year of the agreement (unchanged).

Hours of Work: Effective January 6, 1986, 37 (38) hours per week, with conversion applicable to top rates only.

Health and Welfare: Long Term Disability Plan - Employer pays the full premium cost. (Previously, each employee contributed 1% of weekly earnings).

Dental Plan - Employer contributes 10¢ (8¢) per hour worked.
Effective September 2, 1985, 12¢.

Christmas Bonus (Full-time): 1 week's salary capped at the rate of pay in effect on December 31, 1983. (Previously, annual bonus was based on current rate of pay.)

Negotiating Committee: Maximum of 188 (162) total employee-hours with pay for time spent at negotiations.

Dominion Stores Limited at Toronto - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time truck drivers and warehouse employees): A 24-month renewal agreement effective from June 21, 1984 to June 21, 1986, covering 350 employees, settled with mediation assistance. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>June 21/84</u>	<u>June 21/85</u>
	General Increases* (Top Rates)		
	Full-time		70¢
	Part-time Group (A)		55¢
	Part-time Group (B)		45¢

Weekly Rates

"A" Cleaner	\$8.59-\$12.64 (\$8.59-\$12.64)	\$8.59-\$13.34
Warehouseman	\$9.53-\$13.88 (\$9.53-\$13.88)	\$9.53-\$14.58
Electrician	\$14.36-\$14.44 (\$14.36-\$14.44)	\$14.36-\$15.14

Part-time Employees

Group A (includes Non-Student)	\$9.53-\$13.88 (\$9.53-\$13.88)	\$9.53-\$14.58
Group B (includes Student)	\$5.65-\$9.25 (\$5.65-\$9.25)	\$5.65-\$9.70

* Increases range from zero on start rates to 100% on top rates.

Probationary period is 22 days worked for full-time employees and 37 days worked for part-time employees. Maximum rates for full-time and Group A part-time employees are reached after 6 3-month increases, and for Group B part-time employees after 4 3-month increases.

Economic Adjustment (Full-time): Four quarterly payments of \$91 each in each year of the agreement (unchanged).

Health and Welfare: Dental Plan - Effective January 1, 1985, employer contributes 10¢ (8¢) to Dental Trust Fund. Effective June 24, 1985, 12¢.

Pension Plan: Basic Benefit - Details of benefit increases are not available.

Hiway Market Limited at Kitchener and Waterloo - Local 206, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): Two 24-month renewal agreements effective from October 1, 1984 to September 30, 1986, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
	General Increases*		
	Full-time	50¢	50¢
	Part-time	35¢	35¢
	<u>Full-time Employees</u>		
	Clerk A	\$6.68-\$10.90 (\$6.18-\$10.40)	\$7.18-\$11.40
	Meat Cutter	\$8.79-\$12.10 (\$8.29-\$11.60)	\$9.29-\$12.60
	<u>Part-time Employees</u>		
	Clerk	\$4.71-\$8.90 (\$4.36-\$8.55)	\$5.06-\$9.25

* Previously, increase was pro-rated from 50% on start rates to 100% on top rates.

Probationary period is 30 worked days. Maximum rate for Clerk A and Meat Cutter is reached after ten 3-month increases and for Part-time Clerk, after twelve 3-month increases.

EDUCATION AND RELATED SERVICES

Essex County Board of Education at Essex - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 470 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
	General Increases	2.43%	3%
	Teacher-Category D 0-4 years	\$16,635-\$22,270 (\$16,240-\$21,739)	\$17,135-\$22,940
	Teacher-Category A1 0-10 years	\$20,650-\$35,256 (\$20,160-\$34,420)	\$21,275-\$36,325
	Teacher-Category A4 0-10 years	\$24,378-\$43,000 (\$23,800-\$41,980)	\$25,115-\$44,300

	<u>Sept. 1/84</u>	<u>Feb. 1/85</u>
<u>Principal</u>		
Fewer than 18 teachers 0-4 years	\$44,280-\$48,839 (\$43,229-\$47,681)	\$45,620-\$50,315
18 or more teachers 0-6 years	\$44,280-\$50,995 (\$43,229-\$49,786)	\$45,620-\$52,535
Responsibility Allowances:	Increased by 5%.	

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (caretakers, maintenance, bus drivers, cleaning and cooking employees): A 14 1/2-month renewal agreement effective from April 15, 1984 to June 30, 1985, covering 530 employees, settled with mediation assistance. Duration of negotiations - 9 months.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 15/84</u>
	Increase	50¢ for Cleaners and Cooks, 40¢ for all other employees
	Cleaner	\$8.57 (\$8.07)
	Assistant Caretaker	\$9.96-\$10.69 (\$9.56-\$10.29)
	Chief Mechanic	\$12.454 (\$12.054)

Probationary period is 3 months. Maximum rate for Assistant Caretaker is reached after two 6-month and one annual increases.

Pension Plan (Caretaking and maintenance): Effective January 1, 1985, O.M.E.R.S. Type I (II) Supplementary Past Service Pension Benefit plan.

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 1,200 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	Increases	2.2% for Teachers; 2.2% less \$650 for Principal/ Coordinator	1.8%
	Teacher-Category D 0-6 years	\$17,328-\$21,495 (\$16,955-\$21,032)	\$17,640-\$21,882

	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
Teacher-Category A1 0-11 years	\$20,338-\$34,668 (\$19,900-\$33,922)	\$20,704-\$35,292
Teacher-Category A4 0-11 years	\$24,217-\$43,538 (\$23,696-\$42,601)	\$24,653-\$44,322
Principal*/Coordinator (3 levels; overall range shown)	\$44,191-\$50,047 (\$43,876-\$49,606)	\$44,986-\$50,948
* Principal of a semestered school receives a \$1,050 (\$1,000) annual allowance in addition to salary.		

Lakehead Board of Education at Thunder Bay - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	6.3%
	Teacher-Category D 0-7 years	\$18,577-\$25,273 (\$17,463-\$23,757)
	Teacher-Category A1 0-10 years	\$22,288-\$35,668 (\$20,955-\$33,533)
	Teacher-Category A4 0-11 years	\$27,236-\$45,617 (\$25,612-\$42,881)
	Principal 0-2 years	\$45,617-\$47,061 (\$42,881-\$44,239)
Supervision Allowance (Principal):	\$244 (\$229) per year per supervised teacher.	

Lakehead Board of Education at Thunder Bay - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	3.44%
	Teacher-Category I 0-10 years	\$22,288-\$35,668 (\$21,546-\$34,482)

Sept. 1/84

Teacher-Category IV 0-11 years	\$27,236-\$45,617 (\$26,336-\$44,100)
Vice-Principal 0-3 years	\$50,814-\$53,319 (\$49,123-\$51,546)
Principal 0-3 years	\$53,441-\$59,990 (\$51,664-\$57,995)

Responsibility Increased by 3.44%.
Allowances:

Middlesex County Board of Education at Hyde Park - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers'
Federation (Ind.): A 12-month renewal agreement effective from
September 1, 1984 to August 31, 1985, covering 385 employees,
settled at the post fact finder bargaining stage. Duration of
negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4.55%
	Teacher-Category I 0-5 years	\$15,791-\$21,840 (\$15,104-\$20,890)
	Teacher-Category IV 0-10 years	\$19,919-\$34,739 (\$19,052-\$33,227)
	Teacher-Category VII 0-12 years	\$23,959-\$44,109 (\$22,916-\$42,189)

Responsibility Increased by 4.55%.
Allowances:

Nipissing Board of Education at North Bay - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers'
Federation (Ind.): A 12-month renewal agreement effective from
September 1, 1984 to August 31, 1985, covering 270 employees,
settled with mediation assistance. Duration of negotiations - 9
months.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	4.4%
	Teacher-Category 1 0-5 years	\$16,571-\$21,257 (\$15,873-\$20,361)
	Teacher-Category 4 0-11 years	\$21,336-\$35,031 (\$20,437-\$33,555)
	Teacher-Category 7 0-11 years	\$25,510-\$44,241 (\$24,435-\$42,376)

Nipissing District Roman Catholic Separate School Board at North Bay - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 421 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/84	Mar. 1/85
	General Increases	2%	2.2%
	Teacher-Category D 0-5 years	\$15,717-\$20,307 (\$15,409-\$19,909)	\$16,063-\$20,754
	Teacher-Category A1 0-11 years	\$20,778-\$33,753 (\$20,371-\$33,091)	\$21,235-\$34,496
	Teacher-Category A4 0-11 years	\$24,509-\$43,091 (\$24,028-\$42,246)	\$25,048-\$44,039
Responsibility Allowances:	Principal 0-3 years		
	B School	\$5,141-\$6,747 (\$5,040-\$6,615)	\$5,254-\$6,698
	C School	Eliminated (\$3,675-\$5,250)	
	Coordinator	\$3,213 (\$3,150)	\$3,284
	Consultant	\$1,693.00 (\$1,660.05)	\$1,730

Teacher Designate - \$21.42 (\$21.00) per day to replace Principal when absent beyond 15 days per year. Effective March 1, 1985, \$21.89 per day.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Simcoe County Board of Education at Barrie - Local 330, Ontario Public Service Employees Union (NUPGE) (CLC): A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 269 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

Wages:	Effective	July 1/84	Jan. 1/85
	General Increase	5%	
	Additional Adjustments		some job reclassifications
	Clerk/Stenographer	\$6.98-\$7.95 (\$6.65-\$7.57)	

July 1/84

Jan. 1/85

Buyer \$10.48-\$13.00
(\$9.98-\$12.38)

Probationary period is 3 consecutive months. Maximum rates are reached on merit.

Health and
Welfare:

Dental Plan (new) - Effective June 1, 1985, employer agrees to pay 50% of the premium costs of a group plan providing that 75% of eligible employees participate.

Victoria County Board of Education at Lindsay - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers'

Federation (Ind.): A 12-month renewal agreement effective from September 1, 1984 to August 31, 1985, covering 347 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective Sept. 1/84

General Increase 4.7%

Teacher-Category D \$15,015-\$22,081
0-6 years (\$14,341-\$21,089)

Teacher-Category A1 \$20,314-\$34,887
0-11 years (\$19,402-\$33,321)

Teacher-Category A4 \$24,289-\$44,161
0-12 years (\$23,199-\$42,179)

Principal \$44,397
(\$42,404)

Responsibility
Allowances:

Increased by 3.96%.

Queen's University at Kingston - Local 229, CLC Directly Chartered: A 12-month renewal agreement effective from July 1, 1984 to June 30, 1985, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:

Effective July 1/84

General Increase 4.6%

Additional Adjustment \$1.11 for
Caretaking
Attendant

Caretaking Attendant \$7.80
(\$6.35)

Tradesman \$13.02
(\$12.45)

Shift Premium: 0-40¢-45¢ (0-35¢-40¢) for weekday shifts; 45¢ (40¢) for Saturday shift; and \$1.55 (\$1.50) for Sunday shift.

Toronto Public Library Board - Locals 1003 and 1996, Canadian Union of Public Employees (CLC) (full-time and part-time librarians, office, clerical, maintenance and caretaking employees): Two 24-month renewal agreements effective from January 1, 1984 to December 31, 1985, covering 791 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
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General Increases	5%	*
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Annual Rates
Local 1996

Junior Clerical Assistant	\$15,028-\$16,779 (\$14,312-\$15,980)
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Librarian 6	\$32,198-\$44,691 (\$30,665-\$42,563)
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Probationary period is 6 months. Maximum rate for Junior Clerical Assistant is reached after 4 annual increases and for Librarian 6, after 5 annual increases.

* Increase to be the same as negotiated by the Municipality of Metropolitan Toronto and CUPE locals 79 and 43, plus any other monetary compensation improvements in the 1985 Collective Agreement.

HEALTH AND WELFARE SERVICES

Ross Memorial Hospital at Lindsay - Local 1909, Canadian Union of Public Employees (CLC) (service, office and clerical employees): A 12-month renewal agreement effective from September 29, 1984 to September 28, 1985, covering 294 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 29/84</u>
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General Increase	5%
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Monthly Rates

Aide	\$1,447.91-\$1,522.40 (\$1,378.96-\$1,449.90)
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R.N.A.	\$1,563.38-\$1,658.18 (\$1,488.93-\$1,579.22)
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Maintenance I	\$1,715.74-\$1,817.30 (\$1,634.04-\$1,730.76)
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Probationary period is 45 days of work, or 337.5 hours of work for employees whose regular hours are other than 7 1/2 hours per day. Maximum rate for Aide is reached after one annual increase and for R.N.A. and Maintenance I, after two annual increases.

Extendicare Ltd., Beacon Hill Lodges of Canada Ltd., Bestview Holdings Ltd., Diversicare Inc., Tendercare Nursing Home Ltd., and Villacentres Management Ltd., operating 29 nursing care homes in Ontario - Various Locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Thirty 20-month renewal agreements effective from April 1, 1984 to December 14, 1985, covering 2,533 employees, settled by arbitration. Duration of negotiation - 9 months.

Wages:	Effective	Apr. 1/84	Apr. 1/85
	General Increases	5%	6%
	<u>Extendicare Ltd.</u>		
	Housekeeping Aide	\$8.174-\$8.715 (\$7.785-\$8.30)	\$8.664-\$9.238
	R.N.A.	\$8.988-\$9.534 (\$8.56-\$9.08)	\$9.527-\$10.106
	Maintenance	\$10.143-\$10.70 (\$9.66-\$10.19)	\$10.752-\$11.342

Maximum rates are reached after 3,900 paid hours for permanent part-time and full-time employees, and 3,600 paid hours for casual part-time employees.

Responsibility Allowance (new): \$3 per shift for employee assigned responsibility for work outside the bargaining unit.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule.

Contracting Out Clause (new): Effective April 1, 1985, no contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the layoff of any employee other than casual part-time employees.

Halton Regional Municipality, Halton Centennial Manor at Milton - Local 101, Canadian Operating Engineers (CCU): A 12-month renewal agreement effective from May 30, 1984 to May 29, 1985, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	May 30/84
	General Increase	4.75%
	Group I (includes Housemaid)	\$7.29-\$7.92 (\$6.96-\$7.56)

May 30/84

Group V (includes R.N.A.)	\$8.28-\$8.94 (\$7.905-\$8.535)
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Group VIII (includes 4th Class Engineer)	\$9.57-\$10.39 (\$9.135-\$9.92)
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Probationary period is 3 months. Maximum rates are reached after one 6-month and one 12-month increase.

Health and
Welfare:

Life Insurance - Benefit is \$22,000 (\$20,000).

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Metropolitan Toronto Association for the Mentally Retarded at Toronto - Local 2191, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Three 12-month renewal agreements effective from July 1, 1984 to June 30, 1985, covering 310 employees, settled by the Disputes Advisory Committee during a work stoppage. Duration of negotiations - 7 months.

Wages:

Effective July 1/84

General Increase 2.5%

Annual Rates

Residential Services
(Full-time)

Residential Counsellor I-A	\$12,474-\$14,230 (\$12,170-\$13,883)
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Residential Counsellor III	\$18,611-\$21,403 (\$18,157-\$20,881)
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Vocational and Industrial Services
(Full-time)

Instructor II	\$17,320-\$19,919 (\$16,898-\$19,433)
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Vocational Counsellor III	\$24,534-\$28,215 (\$23,936-\$27,527)
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Probationary period is 65 working days for full-time employees and 450 (500) straight-time hours for part-time employees. Maximum rates are reached on merit.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Economists', Sociologists' and Statisticians' Association (Ind.): An 18-month renewal agreement effective from July 1, 1984 to December 31, 1985, covering 1,661 Ontario employees, settled by arbitration. Duration of negotiations - 6 1/2 months.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/85</u>
	General Increases	4%	3%
	<u>Annual Rates</u>		
	ES-2	\$27,050-\$30,682 (\$26,010-\$29,502)	\$27,862-\$31,603
	ES-7	\$55,669-\$60,661 (\$53,528-\$58,328)	\$57,339-\$62,481

Probationary period is 12 months. Maximum rates are reached on merit.

Paid Vacation: Employees have the option of converting vacation time into a cash payment (new).

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(administrative services category): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 5,643 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/84</u>
	Increase	5%
	<u>Weekly Rates</u>	
	Travel Counsellor 2	\$352.74-\$396.63 (\$335.94-\$377.74)
	Tax Auditor 2	\$483.31-\$571.65 (\$460.29-\$544.43)
	Technical Consultant 1*	\$769.00-\$950.44 (\$732.38-\$905.18)

Probationary period is one year. Maximum rates are reached on merit.

* Technical Consultant 2 classification deleted.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(clerical services category): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 9,469 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase	\$24.14

Jan. 1/84

Weekly Rates

Clerk 1, General	\$269.34-\$296.05 (\$245.20-\$271.91)
Clerk 7, General	\$509.46-\$585.02 (\$485.32-\$560.88)

Probationary period is one year. Maximum rates are reached on merit.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(general operational services category): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 3,697 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/84</u>
	Increase	50¢ or 5%, whichever is greater
	Cleaner 1	\$7.96-\$8.13 (\$7.46-\$7.63)
	Clerk 2, Supply	\$9.21-\$9.66 (\$8.71-\$9.16)

Weekly Rates

Area Supply Supervisor (Bargaining Unit) (36 1/4 hours per week)	\$596.32-\$641.34 (\$567.92-\$610.80)
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Probationary period is one year. Maximum rates are reached on merit.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(maintenance services category): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 5,730 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/84</u>
	Increase	5.5%
	Maintenance Electrician	\$12.11-\$12.45 (\$11.48-\$11.80)

<u>Weekly Rates</u> (36 1/4 hours per week)		<u>Jan. 1/84</u>
Operator 1		\$288.02-\$319.22
Bindery Equipment		(\$273.00-\$302.58)
Services Supervisor 2*		\$665.86-\$716.79
		(\$631.15-\$679.42)

Probationary period is one year. Maximum rates are reached on merit.

* Services Supervisor 3 classification deleted.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(office services category): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 5,970 employees, settled by arbitration. Duration of negotiations - 11 months.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/84</u>
	Increase	5%

<u>Weekly Rates</u>	
Operator 1	\$255.15-\$282.41
Bookkeeping Machine	(\$243.00-\$268.96)
Supreme Court	\$577.46-\$680.10
Reporter 1	(\$549.96-\$647.71)

Probationary period is one year. Maximum rates are reached on merit.

CONSTRUCTION

Metropolitan Toronto Demolition Contractors Inc., previously Metropolitan Toronto House Wreckers' Association, province-wide - Various Locals, Labourers (AFL-CIO): A 24-month renewal agreement effective from July 2, 1984 to July 1, 1986, covering 200 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

<u>Package:</u>	<u>Effective</u>	<u>July 2/84</u>	<u>May 1/85</u>
	General Increase		\$1.00
	<u>Local 506, Toronto</u>		
	Labourer	\$11.36 (\$11.36)	\$12.36
	Truck Driver and Machine Operator	\$12.36 (\$12.36)	\$13.36

Rates shown include vacation pay and employer contributions to welfare and pension funds.

Welfare Fund: Effective May 1, 1985, 40¢ (35¢) per hour earned.

Addendum

November 1984 Settlements

FOOD AND BEVERAGE

Steinberg Inc., Trillium Meats Division, formerly Miracle Food Mart Division at Rexdale - Local 633, Food and Commercial Workers (AFL-CIO/CLC) (meat processing plant employees): A 12-month renewal agreement effective from June 23, 1984 to June 22, 1985, covering 225 employees, settled with mediation assistance and ratified in November, 1984. Duration of negotiations - 4 months.

Wages: No increase in rates that were in effect at the expiry of the previous agreement.

<u>Weekly Rates</u>	<u>June 23/84</u>
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Meat Processor	\$319-\$470
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Journeyman Meatcutter	\$546
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Certified Licenced Tradesman	\$593
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Hourly Rates

Casual Worker	\$6.99-\$12.18
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Probationary period for full-time employees is 45 days worked. Maximum rate for Meat Processor is reached after 15 months, and for Casual Worker after 36 months.

Economic Adjustment (Full-time): Suspended for the term of the agreement. (Previously, four quarterly payments of \$150 per year.)

Health and Welfare (Full-time): Dental Plan - Effective September 3, 1984, employer contributes 10¢ (8¢) per hour worked to a jointly administered plan.

CLOTHING

Corah Limited at Barrie - Local 1937, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 300 employees, settled at the bargaining stage and ratified in November, 1984. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	Increases	\$4.11 to \$8.57 per week for graded employees*, 3% for indirect employees	\$7.07 to \$14.74 per week for graded employees*, 5% not compounded for indirect employees

Weekly Rates

Graded Employees

Operative Grade D	\$213.01 (\$208.90)	\$220.08
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Indirect Employees

Mechanic	\$309-\$495 (\$300-\$481)	\$315-\$504
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*No increase in Training Grade.

Probationary period is 60 working days. Maximum rate for Mechanic is reached on merit.

Paid Holidays: 11 (10).

Health and Welfare: Weekly Indemnity - Benefit is payable from the first (third) day of hospitalization.

Vision Care (new) - Maximum claim for prescription eyeglasses is \$60 every 24 months for employees only.

Bereavement Leave: Effective January 1, 1986, 2 (1) days' paid leave in case of death of parent-in-law, grandparent, brother-in-law, sister-in-law and grandchild.

TRANSPORTATION EQUIPMENT

Fleet Aerospace Corporation, Fleet Industries division, formerly a division of Ronyx Corporation Ltd. at Fort Erie - Lodge 171, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1984 to September 30, 1986, covering 490 employees, settled with mediation assistance during a work stoppage in November, 1984. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
	COLA Fold-in	\$1.02	35¢
	General Increases	2%	2%
	Job Level 1 (includes Labourer)	\$11.07-\$11.92 (\$9.83-\$10.67)	\$11.65-\$12.52

	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
Job Level 7 (includes Tool and Die Maker)	\$13.92 (\$12.63)	\$14.56
Job Level 8 (Jig Borer)	\$14.26 (\$12.96)	\$14.90

Start Rate - New hires in Job Levels 1, 2, and 3 paid 10% below job rate for 2 years. (Previously, \$1.02 below job rate for Job Levels 1, 2 and 3, progressing to the job rate after 3 12-week increases.)

Probationary period is 60 days worked. Maximum rate for Labourer is reached after four 12-week increases.

Cost of Living Allowance: \$1.37 COLA was generated under previous agreements. \$1.02 folded into wages on October 1, 1984, and the remaining 35¢ float to be folded into wages on October 1, 1985.

1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-35¢-45¢ (0-30¢-40¢).

Lead Hand Premium: Premium is either the difference between the highest rate in the group and the employee's regular rate plus 40¢ (25¢), or 40¢ (25¢), whichever is greater.

Bereavement Leave: 1 day's paid leave in the event of death of grandparent or grandchild (new). Effective October 1, 1985, 1 day's paid leave in the event of death of a brother-in-law or sister-in-law (new).

Health and Welfare: Life Insurance - Benefit is \$22,000 (\$20,000). Effective October 1, 1985, \$25,000.

Weekly Indemnity - Benefit is equal to U.I.C. benefit (\$240) per week.

Vision Care - Effective October 1, 1985, maximum claim for eyeglasses and contact lenses is \$85 (\$75) every 2 years.

Pension Plan: Basic Benefit - Effective October 1, 1985, \$16 (\$15) per month per year of service.



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

CUMULATIVE INDEX
COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JANUARY TO DECEMBER 1984

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
FOOD AND BEVERAGE		
Ault Dairies, a Div. of Ault Foods Ltd. (Toronto Plants, Distribution and Maintenance Depts.) and Teamsters (Ind.)	Feb.	27
Black Diamond Cheese, a Div. of Brooke Bond Inc., Belleville and Energy and Chemical Workers (CLC)	Sept.	408
Cadbury Schweppes Powell Inc., Cadbury Div., Whitby and Auto Workers (CLC)	June	217
Canada Packers Inc., Ont. and Que. and Food and Commercial Workers (AFL-CIO/CLC)	Aug.	351
Canada Packers Poultry, Div. of Canada Packers Inc., Walkerton and Food and Commercial Workers (AFL-CIO/CLC)	June	218
Canadian Home Products Ltd., Niagara Falls and Food and Commercial Workers (AFL-CIO/CLC) (plant, office and clerical empls.)	Feb.	39
CASCO Co., Cardinal and Retail, Wholesale Empls. (AFL-CIO/CLC)	Apr.	96
Colonial Cookies, A Div. of Beatrice International (Canada) Ltd., Kitchener and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	3
Dare Foods Ltd. (Biscuit Div.), Kitchener and Bakery and Tobacco Workers (AFL-CIO/CLC)	June	218
Dempster's Bread, Div. of Corporate Foods Ltd., Toronto and Teamsters (Ind.)	May	161
H. J. Heinz Co. of Canada Ltd., Leamington and Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical, technical and quality control empls.)	June	220
Maple Leaf Mills Ltd., Toronto and Port Colborne, Ont., Calgary and Medicine Hat, Alta. and Winnipeg, Man. and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	94
Maple Lodge Farms Ltd., Norval and Food and Commercial Workers (AFL-CIO/CLC)	Nov.	511
Monarch Fine Foods Co. Ltd., Toronto and Teamsters (Ind.)	July	288
William Neilson Ltd., Georgetown and Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	4
Nestle Enterprises Ltd., Nestle Div., Chesterville and Retail, Wholesale Empls. (AFL-CIO/CLC)	May	162
Omstead Foods Ltd., Wheatley and Teamsters (Ind.)	Apr.	94
Jane Parker Bakery Ltd., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	Aug.	352
Quaker Oats Co. of Canada Ltd., Pet Foods Div., Trenton and Employees Assn. (Ind.)	June	221
Quaker Oats Co. of Canada Ltd., Peterborough and Food and Commercial Workers (AFL-CIO/CLC)	Feb.	28
J.M. Schneider Inc. and Link Services Inc., Kitchener and The Schneider Employees Assn. (Ind.)	Sept.	408
Seagram Co. Ltd., Amherstburg and Auto Workers (CLC) (plant empls.)	Feb.	29
Steinberg Inc., Trillium Meats Div., Rexdale and Food and Commercial Workers (AFL-CIO/CLC) (meat processing plant empls.)	Dec.	587
Swift Eastern Ltd., a Div. of Maybank Foods Inc., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	May	162
Tend-R-Fresh Plant, a Div. of Maple Leaf Mills, Petersburg and Food and Commercial Workers (AFL-CIO/CLC)	Aug.	351
Weston Bakeries Ltd., Kitchener and Retail, Wholesale Empls. (AFL-CIO/CLC) (production empls.)	Jan.	3

TOBACCO PRODUCTS

Imperial Leaf Tobacco, Div. of Imasco Ltd., Aylmer and Energy and Chemical Workers (CLC)	Jan.	5
Imperial Tobacco, Div. of Imasco Ltd., Guelph and Bakery and Tobacco Workers (AFL-CIO/CLC)	Oct.	461

RUBBER AND PLASTICS PRODUCTS

General Tire Canada Ltd., Tire Div., Barrie and Rubber Workers (AFL-CIO/CLC)	Feb.	30
Goodyear Canada Inc., Collingwood and Rubber Workers (AFL-CIO/CLC) (mill empls.)	Oct.	461
GTR Industrial Products Co. (Canada), a Div. of the General Tire and Rubber Co. of Canada Ltd., Welland and Rubber Workers (AFL-CIO/CLC)	June	222
United Tire and Rubber Co. Ltd., Cobourg and Rubber Workers (AFL-CIO/CLC)	Apr.	97

LEATHER

Bata Industries Ltd., (Footwear Div.), Batawa and Trenton and Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse empls.)	Nov.	512
Greb Industries, a Div. of Warrington Products Inc., Kitchener and Clothing and Textile Workers (AFL-CIO/CLC) (production and maintenance empls.)	Apr.	97
Greb Industries, a Div. of Warrington Products Inc., Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	Feb.	32
Star Slipper Co. Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Oct.	463
Susan Shoe Industries Ltd., Hamilton and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	561

TEXTILE

Celanese Canada (Millhaven) Inc., Kingston and Energy and Chemical Workers (CLC)	Apr.	98
Du Pont Canada Inc. (Kingston Works) and Kingston Independent Nylon Workers Union (Ind.)	Feb.	32
Fiberglas Canada Inc., Textile and Chemical Plants, Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	353
Firestone Textiles Co., a Div. of Firestone Canada Inc., Woodstock and United Textile Workers (AFL-CIO/CLC)	Apr.	99
Kendall Canada, Toronto and United Steelworkers (AFL-CIO/CLC) (plant and warehouse empls.)	Aug.	354
Kingston Spinners (Canada) Ltd., Kingston and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	353
Patons and Baldwins Canada Inc. and Clothing and Textile Workers (AFL-CIO/CLC)	May	164
TRW Canada Ltd., formerly Decor Metal Products,, Midland and Penetanguishene and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	409

KNITTING MILLS

Harvey Woods Ltd., (Underwear and Hosiery Divs.), Woodstock and Clothing and Textile Workers (AFL-CIO/CLC)	Nov.	512
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CLOTHING

Associated Fur Industries of Toronto Inc. and Food and Commercial Workers (AFL-CIO/CLC)	July	289
Corah Ltd., Barrie and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	587
L. Davis Textiles Co. Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	June	261
John Rennie Ltd., Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	Feb.	33
The Toronto Cloak Manufacturers' Assn. and Ladies' Garment Workers (AFL-CIO/CLC)	Aug.	355

WOOD

Atikokan Forest Products Inc., Sapawe and McKenzie Forest Products Inc., Hudson and Carpenters (AFL-CIO) (sawmill empls.)	May	197
Dubreuil Brothers Ltd., Dubreuilville and Employees Assn. (Ind.)	June	225
E. B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn Township and Cdn. Paperworkers (CLC)	Mar.	58
Northern Wood Preservers Inc., a Div. of 502084 Ontario Ltd., Thunder Bay and Cdn. Paperworkers (CLC)	Oct.	463
Weldwood of Canada Ltd., Longlac Plywood Div., Longlac and Carpenters (AFL-CIO)	Dec.	561
Weyerhaeuser Canada Ltd., Sault Ste. Marie and Woodworkers (AFL-CIO/CLC)	Feb.	34

FURNITURE AND FIXTURES

Bilt-Rite Upholstering Co. Ltd., Toronto and Upholsterers (AFL-CIO/CLC)	Mar.	59
Canadian Woodwork Manufacturers Assn., Inter-city and Carpenters (AFL-CIO)	June	226
Commodore Business Machines Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Sept.	410
Goldcrest Furniture Ltd., Toronto and Canadian Industrial Employees (CCU)	Apr.	100
Heintzman Ltd. (Chair Div.), Toronto and Upholsterers (AFL-CIO/CLC)	Oct.	464
Kroehler Furniture Co., Div. of Strathearn House Group Ltd., Stratford and Upholsterers (AFL-CIO/CLC)	July	289
Sklar-Peppler Inc. (Peppler Div.), Hanover and Woodworkers (AFL-CIO/CLC) (plant empls.)	July	290
Storwal International Inc., Pembroke and United Steelworkers (AFL-CIO/CLC)	Jan.	5
SunarHauserman Ltd. (formerly, Sunar, Div. of Hauserman Ltd.), Waterloo and United Steelworkers (AFL-CIO/CLC)	May	164

PAPER AND ALLIED

Abitibi-Price Inc. (Iroquois Falls, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls Divs. in Ont., Beaupre Div. in Que. and Pine Falls Div. in Man.) and Abitibi-Price Fine Papers (Port Arthur Div.) and Office and Professional Empls. (AFL-CIO/CLC)	Sept.	410
Abitibi-Price Inc., Ont., Que. and Nfld. and Cdn. Paperworkers (CLC) (mill empls.)	June	226
Boise Cascade Canada Ltd., Fort Frances and Kenora and Cdn. Paperworkers (CLC), Electrical Workers (IBEW) (AFL-CIO/CFL), Machinists (AFL-CIO/CLC) and Office and Professional Empls. (AFL-CIO/CLC)	Oct.	464

Boise Cascade Canada Ltd., Fort Frances and Kenora and United Paperworkers (AFL-CIO/CLC)	Nov.	513
Domtar Inc. - Packaging Group, Containerboard Div., Red Rock and Cdn. Paperworkers (CLC)	Oct.	465
Domtar Inc., Fine Papers Div., Cornwall, St. Catharines and Toronto and Cdn. Paperworkers (CLC)	Aug.	355
E. B. Eddy Forest Products Ltd., Espanola and Cdn. Paperworkers (CLC) (mill empls.)	June	227
E. B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont. and Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	Aug.	357
Esselte Pendaflex Canada Inc., Toronto and Graphic Communications Union (AFL-CIO/CLC)	Jan.	6
Fraser Inc., Thorold Div., Thorold and Cdn. Paperworkers (CLC) (mill empls.)	Oct.	466
Great Lakes Forest Products Ltd., Dryden and Cdn. Paperworkers (CLC) (mill, woodlands and chemical operations empls.)	Dec.	562
Great Lakes Forest Products Ltd., Thunder Bay and Cdn. Paperworkers (CLC) (mill empls.)	Oct.	467
James River-Marathon Ltd. (Mill Dept.), Marathon and United Paperworkers (AFL-CIO/CLC)	July	291
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Operations), Terrace Bay and Electrical Workers (IBEW) (AFL-CIO/CFL) and United Paperworkers (AFL-CIO/CLC)	Oct.	468
Lily Cups Inc., Toronto and Graphic Communications Union (AFL-CIO/CLC)	Mar.	59
Ontario Paper Co., Thorold and Cdn. Paperworkers (CLC) and Longshoremen (AFL-CIO/CLC) (mill empls.)	Aug.	358
Paperboard Industries Corp., Trent Valley Paperboard Mills Div., formerly Miller Brothers Co. (1962) Ltd., Trenton and Cdn. Paperworkers (CLC)	Nov.	514
Spruce Falls Power and Paper Co. Ltd., Kapuskasing and Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL)	Nov.	515
St. Mary's Paper Inc., Sault Ste. Marie and Cdn. Paperworkers (CLC) (mill empls.)	May	165

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd., Toronto and Independent Greeting Card Workers of Canada (Ind.)	June	228
The Citizen, a Div. of Southam Press Inc., Ottawa and Newspaper Guild (AFL-CIO/CLC)	May	166
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que. and Graphic Communications Union (AFL-CIO/CLC) (lithography empls. and photoengravers)	June	230
Council of Printing Industries of Canada, Toronto and area and Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	June	229
Council of Printing Industries of Canada, Toronto and Typographical Union (AFL-CIO/CLC)	July	292
The Globe and Mail, Toronto and Newspaper Guild (AFL-CIO/CLC) (circulation, editorial and maintenance-delivery empls.)	Oct.	468
The Windsor Star and Joint Council of Unions (AFL-CIO/CLC)	Apr.	100

PRIMARY METAL

Accurcast Die Casting Ltd., Wallaceburg and Molders (AFL-CIO/CLC)	Dec.	564
Algoma Steel Corp. Ltd., Steelworks and Tube Div., Sault Ste. Marie and United Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	May	169
Algoma Steel Corp. Ltd., Steelworks, Sault Ste. Marie and United Steelworkers (AFL-CIO/CLC) (production and maintenance mill empls.)	May	167

Algoma Steel Corp. Ltd., Tube Div., Sault Ste. Marie and United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	May	169
Algoods, Div. of Alcan Canada Products Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Oct.	470
Chromasco Ltd., Haley and United Steelworkers (AFL-CIO/CLC)	Apr.	105
Eastern Steelcasting and Ivaco Rolling Mills, Div./Ivaco Inc., L'Orignal and United Steelworkers (AFL-CIO/CLC)	Sept.	411
Eldorado Resources Ltd., Port Hope and United Steelworkers (AFL-CIO/CLC)	July	293
Haley Industries Ltd., Haley and United Steelworkers (AFL-CIO/CLC)	Jan.	7
Holmes Foundry Ltd., Sarnia and Auto Workers (CLC)	Apr.	103
International Malleable Iron Co. Ltd., Guelph and United Steelworkers (AFL-CIO/CLC)	Apr.	105
Kelsey-Hayes Canada Ltd., Beards Lane Plant and Eureka Foundry Plant, Woodstock and Auto Workers (CLC)	Mar.	60
Standard Tube Canada Ltd., Woodstock and Auto Workers (CLC)	Feb.	34
Standard Tube Inc., Blenheim and Auto Workers (CLC) (hourly rated empls.)	Oct.	469
Stelco Inc. (Page-Hersey Works and Welland Tube Works), Welland and Electrical Workers (UE) (CLC)	Nov.	516
Stelco Inc. in Ont., Que. and Alta. and United Steelworkers (AFL-CIO/CLC)	Apr.	102
Union Carbide Canada Ltd., (Carbon Products, Metals), Welland and Electrical Workers (UE) (CLC) (hourly-rated plant empls.)	May	170

METAL FABRICATING

American Can Canada Inc., Hamilton and CLC Directly Chartered	Mar.	62
Canadian Coleman Co. Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Nov.	517
Canvil Ltd., Simcoe and Machinists (AFL-CIO/CLC)	Feb.	35
Crane Canada Inc., Brantford and United Steelworkers (AFL-CIO/CLC)	July	293
Crown Cork and Seal Canada Inc., Concord and United Steelworkers (AFL-CIO/CLC)	Sept.	412
Dominion Chain, Div. of Dominion Chain Inc., Stratford and Machinists (AFL-CIO/CLC)	Nov.	518
Dominion Forge Co. Ltd., Windsor and Auto Workers (CLC)	Apr.	107
Frankel Steel Ltd., Milton and United Steelworkers (AFL-CIO/CLC)	Jan.	8
Richards-Wilcox of Canada Ltd., London and Machinists (AFL-CIO/CLC)	Feb.	35
Supreme Aluminum Industries Ltd., Pickering and Scarborough and Employees Assn. (Ind.)	Mar.	62
Windsor Bumper Div., Gulf+Western (Canada) Ltd., Windsor and Auto Workers (CLC)	Sept.	413

MACHINERY

Bata Engineering, a Div. of Bata Industries Ltd., Batawa and Trenton and Machinists (AFL-CIO/CLC)	Mar.	63
Brown Boveri Howden Inc., Toronto and Boilermakers (AFL-CIO/CFL)	May	170
Champion Road Machinery Ltd. and Gearco Ltd., Goderich and Machinists (AFL-CIO/CLC) (hourly-rated empls.)	Feb.	40
Champion Road Machinery Ltd. and Gearco Ltd., Goderich and Machinists (AFL-CIO/CLC) (hourly-rated empls.)	Oct.	471
Clark Equipment of Canada Ltd., St. Thomas and Machinists (AFL-CIO/CLC)	Aug.	358
Husmann Store Equipment Ltd., Brantford and Auto Workers (CLC)	Sept.	414
Keeprite Inc., Brantford and Keeprite Workers' Independent Union (Ind.)	Jan.	8
White Farm Manufacturing Canada Ltd., formerly White Farm Equipment Canada Ltd., Brantford and Auto Workers (CLC) (hourly-rated empls.)	June	231

TRANSPORTATION EQUIPMENT

Bendix Safety Restraints Ltd., Div. of Allied Canada Inc. formerly Daal Specialties (Canada) Inc., Collingwood and Auto Workers (CLC)	Nov.	519
Bundy of Canada Ltd., Cambridge and Auto Workers (CLC)	Jan.	9
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake and Carpenters (AFL-CIO)	Feb.	36
Canadian Fram Ltd., Chatham and Auto Workers (CLC)	May	170
Fleet Aerospace Corp., Fleet Industries Div., Fort Erie and Machinists (AFL-CIO/CLC)	Dec.	588
Ford Motor Co. of Canada Ltd., Bramalea and Windsor and Auto Workers (CLC) (office, clerical and technical empls.)	Nov.	524
Ford Motor Co. of Canada Ltd., Windsor, Bramalea, Oakville, Niagara Falls and St. Thomas and Auto Workers (CLC) (hourly rated empls.)	Nov.	520
Fruehauf Canada Inc., Manufacturing Plant, Ingersoll and Auto Workers (CLC)	Apr.	109
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and Boisbriand, Que. and Auto Workers (CLC) (hourly rated empls.)	Oct.	472
Hawker Siddley Canada Inc., Orenda Div., Mississauga and Machinists (AFL-CIO/CLC)	Nov.	525
Imperial Clevite Canada Inc., Mechanical Products Div., St. Thomas and Machinists (AFL-CIO/CLC)	July	294
International Harvester Co. of Canada Ltd., Chatham and Auto Workers (CLC) (production empls.)	Dec.	565
McDonnell Douglas Canada Ltd., Mississauga and Auto Workers (CLC) (clerical and production empls.)	Mar.	63
Midas Canada Inc. and International Parts Manufacturing Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	June	232
National Steel Car Ltd., Hamilton and United Steelworkers (AFL-CIO/CLC)	Oct.	476
Paramount Industries and Donlee Plastics, Divs. of Donlee Manufacturing Industries Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	10
Rockwell International of Canada Ltd., Bracebridge and Auto Workers (CLC)	June	232
Tenneco Canada Inc., Walker Exhausts Div., Cambridge and United Steelworkers (AFL-CIO/CLC)	Dec.	566
Tridon Ltd., Burlington and Employees Assn. (Ind.)	Dec.	567

ELECTRICAL PRODUCTS

Camco Inc, London and United Steelworkers (AFL-CIO/CLC)	Sept.	414
Computing Devices Co., a Div. of Control Data Canada Ltd., Ottawa and Stittsville and Employees Assn. (Ind.)	Oct.	478
Edwards, a Unit of General Signal Ltd., Owen Sound and United Steelworkers (AFL-CIO/CLC)	Oct.	479
Electrohome Ltd., Cambridge and Auto Workers (AFL-CIO/CLC)	July	295
Federal Pioneer Ltd., Toronto and Communications and Electronics (CLC)	Mar.	65
Ferranti-Packard Transformers Ltd., St. Catharines Div. and United Steelworkers (AFL-CIO/CLC)	Apr.	110
Fleck Manufacturing Inc., Huron Park and Auto Workers (CLC)	Aug.	361
GSW Inc., Fergus and London, GSW Inc. (Building Products Div.), Hamilton and Knight Industries Co., Hamilton and United Steelworkers (AFL-CIO/CLC) (office and plant empls.)	Aug.	359
Phillips Cables Ltd., Brockville and Communications and Electronics (CLC)	Oct.	479

Viewstar Inc., Scarborough and Electrical Workers (IBEW) (AFL-CIO/CLC)	Oct.	476
Westinghouse Canada Inc., Hamilton and Electrical Workers (UE) (CLC)	May	172

NON-METALLIC MINERAL PRODUCTS

American-Standard, a Div. of Wabco-Standard Ltd. (Lansdowne Plant), Toronto and Glass, Pottery, Plastic Workers (AFL-CIO/CLC)	Aug.	361
Certified Brakes, a Div. of Lear Siegler Industries Ltd., Toronto and Mississauga and United Steelworkers (AFL-CIO/CLC)	May	173
Consumers Glass Co. Ltd., Toronto and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Aug.	362
Domglas Inc., Brampton and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Dec.	568
Domglas Inc., Hamilton and Aluminium, Brick and Glass Workers (AFL-CIO/CLC) (plant and warehouse empls.)	Apr.	113
Fiberglas Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	Feb.	36
Ford Glass Ltd., Toronto and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	June	233
Lake Ontario Cement Ltd., Sophiasburg and Toronto and Boilermakers (AFL-CIO/CFL)	Apr.	111
Libbey-St. Clair Inc., Wallaceburg and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Aug.	363
PPG Canada Inc., Duplate Div., Hawkesbury and Oshawa and Auto Workers (CLC)	Apr.	114
PPG Canada Inc., Glass Div., Owen Sound and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Oct.	480
Toronto and Vicinity Ready Mix Companies and Teamsters (Ind.)	Apr.	112

PETROLEUM AND COAL PRODUCTS

Gulf Canada Products Co., Clarkson Refinery, Mississauga and Energy and Chemical Workers (CLC)	Jan.	10
Gulf Canada Products Co., Clarkson Refinery, Mississauga and Energy and Chemical Workers (CLC)	Oct.	481
Petro-Canada Products Inc. in Ont., Alta. and B.C. and Energy and Chemical Workers (CLC)	Jan.	11
Petro-Canada Products Inc., Toronto, Mississauga, Oakville and Energy and Chemical Workers (CLC)	Nov.	553
Shell Canada Ltd. (Sarnia Refinery), Corunna and Energy and Chemical Workers (CLC)	Dec.	568
Shell Canada Ltd. (Sarnia Refinery), Corunna and Energy and Chemical Workers (CLC)	Jan.	11

CHEMICAL AND CHEMICAL PRODUCTS

Allied Chemical, Div. of Allied Inc., Amherstburg and Auto Workers (CLC)	July	296
Atomic Energy of Canada Ltd., Radiochemical Co., Ottawa and Energy and Chemical Workers (CLC)	Aug.	365
BCL Canada Inc., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	364
Cyanamid Canada Inc. (Niagara Plant), Niagara Falls and Electrical Workers (UE) (CLC)	Mar.	66
Dow Chemical Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	Jan.	12
Du Pont Canada Inc. Nipissing Works, North Bay and Nipissing Independent Union (hourly-rated empls.)	Jan.	12
PCL Packaging Ltd., Oakville and Energy and Chemical Workers (CLC)	Mar.	72

Polysar Ltd., Sarnia and Energy and Chemical Workers (CLC)	Mar.	66
Union Carbide Canada Ltd., Lindsay and Graphic Communications Union (AFL-CIO/CLC)	June	234
Uniroyal Chemical, Div. of Uniroyal Ltd., Elmira and United Steelworkers (AFL-CIO/CLC)	July	297

MISCELLANEOUS MANUFACTURING

Cooper Canada Ltd., Toronto and Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	Sept.	415
Davidson Rubber Co. Ltd., Port Hope and Rubber Workers (AFL-CIO/CLC)	Nov.	526
Fisher Controls Co. of Canada, Woodstock and Auto Workers (CLC)	May	175
Kodak Canada Inc., Brampton and Toronto and Employees Assn. (Ind.)	Dec.	569
Rockwell International of Canada Ltd., Plastics Div., Gananoque and United Steelworkers (AFL-CIO/CLC)	May	174

FORESTRY

Abitibi-Price Inc., Iroquois Falls Woods Div. and Carpenters (AFL-CIO)	Dec.	570
Domtar Inc., Domtar Forest Products, Woodlands Div., Nipigon and Carpenters (AFL-CIO)	Dec.	571
Great Lakes Forest Products Ltd., Thunder Bay and Dryden Woodlands Operations and Carpenters (AFL-CIO) (lumber and sawmill workers)	Nov.	527
Spruce Falls Power and Paper Co. Ltd., Kapuskasing and Carpenters (AFL-CIO) (woods operations empls.)	Dec.	572

MINES

Algoma Steel Corp. Ltd., Algoma Ore Div., Wawa and United Steelworkers (AFL-CIO/CLC) (mine empls.)	May	176
Canadian Rock Salt Co. Ltd. (Ojibway Mines), Windsor and Auto Workers (CLC)	Mar.	68
Denison Mines Ltd., Elliot Lake and United Steelworkers (AFL-CIO/CLC) (production, maintenance and office empls.)	Sept.	417
Dome Mines Ltd., South Porcupine and United Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	June	234
Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich and Energy and Chemical Workers (CLC)	Apr.	116
Falconbridge Ltd., Falconbridge and United Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	Mar.	67
Falconbridge Ltd., Sudbury and Mine, Mill and Smelter Workers' Union (CCU) (mine and surface empls.)	May	176
Kerr Addison Mines Ltd., Virginiatown and Employees Assn. (Ind.)	Sept.	416
Rio Algom Ltd., Elliot Lake and United Steelworkers (AFL-CIO/CLC) (production, maintenance and office empls.)	Sept.	417

TRANSPORTATION

Canadian Lake Carriers Assn., Great Lakes and St. Lawrence and Cdn. Marine Officers Union (AFL-CIO/CLC), Merchant Service Guild (CLC), and Seafarers (AFL-CIO/CLC)	Oct.	481
Hamilton Street Railway Co. and Canada Coach Lines Ltd., Hamilton and Transit Union (AFL-CIO/CLC) (hourly rated and salaried empls.)	Apr.	117
Kitchener City Corp., Transit Div., Dept. of Transportation Services and Railway, Transport and General Workers (CLC)	Oct.	484
London Transit Commission and Transit Union (AFL-CIO/CLC)	Oct.	484

Mississauga City Corp., Transit Div. and Transit Union (AFL-CIO/CLC)	Nov.	528
Toronto Transit Commission and Gray Coach Lines and Transit Union (AFL-CIO/CLC) (7,500 drivers, operators, clerks and maintenance empls.), CUPE (CLC) (205 electrical and technical empls.) and Machinists (AFL-CIO/CLC) (40 machine shop empls.)	Aug.	365
Travelways School Transit Ltd., (Mississauga Div.), Mississauga and Railway, Transport and General Workers (CLC)	Nov.	529
ULS International Inc., formerly Upper Lakes Shipping Ltd., Great Lakes, St. Lawrence Seaway and coastal areas and Railway, Transport and General Workers (CLC) (unlicensed crews)	Nov.	530
Voyageur Colonial Ltd., various centres in Ontario and Railway, Transport and General Workers (CLC) (bus operators, garage empls., information clerks, ticket clerks and parbus empls.)	July	299
Wardair Canada Inc., system-wide and Canadian Air Line Flight Attendants' Assn. (CLC)	Apr.	116

STORAGE

Lakehead Terminal Elevators Assn. (Cargill Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool, United Grain Growers Ltd.), Thunder Bay and Railway Clerks (AFL-CIO/CLC)	Apr.	118
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COMMUNICATIONS

Bell Canada, Que. and Ont. and Cdn. Telephone Empls. (Ind.) (communications sales empls.)	Aug.	366
Canada Post Corp., system-wide and Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	Nov.	553
Canadian Broadcasting Corp., system-wide and Newspaper Guild, (AFL-CIO/CLC)	Nov.	530
CNCP Telecommunications, system-wide and Communications and Allied Workers (CCU)	Oct.	485
Ontario Educational Communications Authority, Toronto and Broadcast Employees (CLC)	June	236

ELECTRIC POWER, GAS AND WATER UTILITIES

The Consumers' Gas Co., Toronto and other central and southeastern Ontario centres, Ottawa Gas and Provincial Gas Co., Niagara Regional Municipality and Energy and Chemical Workers (CLC) (operating, maintenance and office empls.)	May	177
Hamilton City Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CFL)	June	236
London City Public Utilities Commission and CUPE (CLC)	Apr.	119
North York City Hydro Electric Commission and CUPE (CLC) (inside and outside empls.)	Aug.	367
Ontario Hydro, province-wide and CUPE (CLC) (salaried and hourly rated empls.)	Aug.	367
Scarborough City Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.) and Utility Workers of Canada (Ind.)	July	300
Toronto Electric Commissioners and Toronto Hydro-Electric System and CUPE (CLC) (hourly rated, clerical and technical empls.)	Apr.	139
Union Gas Ltd., southwestern Ontario and Energy and Chemical Workers (CLC) (maintenance, and office and clerical empls.)	Apr.	119

WHOLESALE TRADE

Carriere Technical Industries Ltd. and Carr-Tech Distributing Ltd., Scarborough and Electrical Workers (UE) (CLC)	Oct.	487
Drug Trading Co. Ltd., Scarborough and Toronto and Druggists' Corp. Ltd., Toronto and Energy and Chemical Workers (CLC)	Aug.	369

RETAIL TRADE

Canada Safeway Ltd., Belleville, Burlington, Hamilton, Oshawa, Toronto and other southern Ontario centres and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	July	300
Canada Safeway Ltd., Thunder Bay and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Dec.	573
Dominion Stores Ltd. and Thrift Stores, Windsor and Amherstburg and United Steelworkers (AFL-CIO/CLC) (full-time and part-time empls.)	Oct.	488
Dominion Stores Ltd., Sault Ste. Marie and various centres in northern Ontario and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Nov.	531
Dominion Stores Ltd., Sudbury and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Nov.	532
Dominion Stores Ltd., Toronto and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time truck drivers and warehouse empls.)	Dec.	574
Dominion Stores Ltd., Toronto and various other centres throughout southern Ontario and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Nov.	533
The Great Atlantic and Pacific Co. of Canada Ltd., province-wide and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Aug.	370
Hiway Market Ltd., Kitchener and Waterloo and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Dec.	575
Loblaws Ltd. (Ontario Div.), Ottawa, Toronto and locations throughout southern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Sept.	418
Loblaws Ltd. (Ontario Div.), various Ontario centres and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Aug.	371
Steinberg Inc. (Miracle Food Mart Div.), province-wide and Teamsters (Ind.) (Distribution Centre or satellite warehouse empls.)	Nov.	534
Steinberg Inc. (Miracle Food Mart Div.), various southern Ontario centres and Food and Commercial Workers (AFL-CIO/CLC)	Sept.	419
Steinberg Inc. (Miracle Mart Div.), Toronto and other centres in Ontario except the eastern counties and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time department store empls.)	Nov.	555
Steinberg Inc., Ottawa and other centres in Ontario, Hull and Pointe-Gatineau in Quebec and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Nov.	534

FINANCE, INSURANCE AND REAL ESTATE

Ontario Hospital Assn., Toronto and Blue Cross Employees' Assn. (Ind.) (office and clerical empls.)	Oct.	489
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Ontario Housing Corp. and all Housing Authorities, province-wide (except Metro Toronto) and CUPE (CLC) (office and maintenance empls.)	June	237
Ontario Housing Corp. and Metropolitan Toronto Housing Authority, Toronto and CUPE (CLC) (maintenance empls.)	Oct.	490
Property Management Service Organization, Toronto and Labourers (AFL-CIO)	Apr.	121

EDUCATION AND RELATED SERVICES

Brant County Board of Education, Brantford and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Nov.	535
Carleton Board of Education and Fed. of Women Teachers' Assn. of Ont. and Public School Teachers' Fed. (Ind.)	May	178
Carleton Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	198
Carleton Roman Catholic School Board, Nepean and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	490
Carleton Roman Catholic Separate School Board, Ottawa and Employees Assn. (Ind.) (full-time and part-time maintenance, plant operations and transportation empls.)	Nov.	556
Carleton University, Ottawa and CUPE (CLC) (clerical, technical and administrative empls.)	Sept.	428
Carleton University, Ottawa and CUPE (CLC) (graduate and undergraduate student part-time teachers)	Nov.	544
Carleton University, Ottawa and University Professors (Ind.) (professors, librarians and instructors)	May	179
Durham Board of Education and CUPE (CLC) (cafeteria staff and bus drivers)	Aug.	371
Elgin County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	July	302
Elgin County Board of Education, St. Thomas and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Nov.	536
Essex County Board of Education, Essex and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Dec.	575
Essex County Board of Education, Essex and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	420
Essex County Roman Catholic Separate School Board and Ont. Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	72
Etobicoke City Board of Education and CUPE (CLC) (caretakers, maintenance and other empls.)	Apr.	122
Frontenac County Board of Education and CUPE (CLC) (office and clerical and custodian and maintenance empls. and non-teaching assistants)	June	238
Frontenac County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	238
Frontenac County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	262
Haldimand Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	238
Halton Board of Education and CUPE (CLC)	June	239
Halton Board of Education and Employees Assn. (Ind.) (office, clerical and technical empls.)	July	302
Halton Board of Education, Burlington and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Oct.	491
Halton Board of Education, Burlington and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	536

Hamilton City Board of Education and CUPE (CLC) (caretakers, maintenance, bus drivers, cleaning and cooking empls.)	Dec.	576
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Oct.	492
Hamilton-Wentworth Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	576
Hastings County Board of Education and CUPE (CLC) (custodial and maintenance empls., bus and truck drivers)	June	239
Hastings County Board of Education, Belleville and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Sept.	420
Hastings-Prince Edward County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Aug.	372
Huron County Board of Education, Clinton and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Nov.	537
Kent County Board of Education, Chatham and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Oct.	493
Kent County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	240
Lakehead Board of Education, Thunder Bay and CUPE (CLC)	Oct.	493
Lakehead Board of Education, Thunder Bay and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Dec.	577
Lakehead Board of Education, Thunder Bay and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	577
Lambton County Roman Catholic Separate School Board, Sarnia and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	494
Leeds and Grenville County Board of Education, Brockville and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	537
Lincoln County Board of Education and CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	May	180
Lincoln County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	July	303
Lincoln County Board of Education and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	304
London and Middlesex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	240
London Board of Education and CUPE (CLC) (full-time and part-time teaching assistants, office and clerical empls.)	Nov.	538
London City Board of Education and CUPE (CLC) (full-time and part-time plant operations empls.)	May	181
London City Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	262
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	421
Metropolitan Separate School Board, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	Oct.	495
Metropolitan Separate School Board, Toronto and CUPE (CLC) (office, clerical and technical empls.)	Aug.	372
Metropolitan Toronto Library Board and CUPE (CLC) (full-time and part-time librarians, library assistants, maintenance, office and clerical empls.)	Nov.	545

Middlesex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	241
Middlesex County Board of Education, Hyde Park and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Dec.	578
Niagara South Board of Education and CUPE (CLC) (maintenance, service and plant operations empls.)	May	181
Niagara South Board of Education, Welland and Fed. of Women Teachers' Assns. of Ontario, Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	538
Niagara South Board of Education, Welland and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	539
Nipissing Board of Education, North Bay and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Dec.	578
Nipissing District Roman Catholic Separate School Board, North Bay and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	579
Nipissing Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	241
North York City Board of Education and CUPE (CLC) (caretakers and matrons)	June	263
North York City Board of Education and CUPE (CLC) (office, clerical and technical empls. and teacher aides)	June	264
North York Public Library Board and CUPE (CLC)	Nov.	546
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide and OPSEU (NUPGE) (CLC) (full-time academic staff, counsellors and librarians and partial load instructors)	Nov.	543
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide, and OPSEU (NUPGE) (CLC) (support staff empls.)	Sept.	426
Ottawa Board of Education and Employees Assn. (Ind.) (maintenance and service empls. and stationary engineers)	Sept.	421
Ottawa Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	422
Oxford County Board of Education, Woodstock and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Nov.	540
Perth County Board of Education, Stratford and Fed. of Women Teachers Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Oct.	495
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board, Peterborough and Ont. English Catholic Teachers' Assn. (Ind.)	Oct.	496
Prescott-Russell County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	242
Provincial Schools Authority, province-wide and Fed. of Provincial Schools Authority Teachers (Ind.)	June	243
Queen's University, Kingston and CLC Directly Chartered	Dec.	580
Renfrew County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	260
Renfrew County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	373
Renfrew County Roman Catholic School Board, Pembroke and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	497

Ryerson Polytechnical Institute Board of Governors, Toronto and Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	Oct.	497
Ryerson Polytechnical Institute Board of Governors, Toronto and Faculty Assn. (Ind.)	Sept.	427
Sault Ste. Marie Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	423
Scarborough City Board of Education and CUPE (CLC) (operations and maintenance empls.)	Apr.	122
Scarborough City Board of Education and CUPE (CLC) (part-time operations and maintenance empls.)	May	181
Scarborough Public Library Board and CUPE (CLC)	June	243
Simcoe County Board of Education and CUPE (CLC) (maintenance, service and plant operations empls.)	Apr.	123
Simcoe County Board of Education, Barrie and Ont. Public Service Empls. Union (NUPGE) (CLC)	Dec.	579
Sudbury Board of Education and CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	Sept.	424
Timmins District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	244
Toronto Board of Education and Ontario Public Service Employees Union (NUPGE) (CLC) (elementary and secondary occasional teachers)	Feb.	37
Toronto City Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	Apr.	124
Toronto City Board of Education and CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	Apr.	124
Toronto City Board of Education and CUPE (CLC) (elementary school office and clerical empls.)	May	182
Toronto City Board of Education and CUPE (CLC) (office and clerical empls., and librarians)	Apr.	123
Toronto City Board of Education and Educational Assistants' Assn. (Ind.)	June	244
Toronto City Board of Education and Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO)	Apr.	125
Toronto Metropolitan Area School Board and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	540
Toronto Public Library Board and CUPE (CLC) (full-time and part-time librarians, office, clerical, maintenance and caretaking empls.)	Dec.	581
University of Guelph and CUPE (CLC) (trades, services and maintenance empls.)	Aug.	374
University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	Sept.	428
University of Toronto and Service Employees Intl. (AFL-CIO/CLC)	Oct.	498
University of Waterloo and CUPE (CLC) (plant operations and food services empls.)	June	264
University of Western Ontario, Food Services Dept., London and CUPE (CLC)	May	182
University of Western Ontario, Physical Plant Dept., London and CUPE (CLC)	June	245
University of Windsor and Faculty Assn. (Ind.)	July	304
University of Windsor and Service Employees Intl. (AFL-CIO/CLC)	Nov.	544
Victoria County Board of Education, Lindsay and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Dec.	580
Waterloo County Board of Education and Custodial and Maintenance Assn. (Ind.)	Apr.	140

Waterloo County Board of Education and Non-Academic Staff Assn. (Ind.)	Aug.	374
Waterloo County Board of Education, Kitchener and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Nov.	541
Waterloo County Board of Education, Kitchener and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	542
Welland County Roman Catholic Separate School Board, Welland and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	424
Wilfrid Laurier University, Waterloo and University Professors (Ind.)	May	179
Windsor City Board of Education and CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	Apr.	125
Windsor City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	245
Windsor City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	246
York City Board of Education and CUPE (CLC) (operations, maintenance, stockroom and surveillance empls.)	Apr.	126
York Region Board of Education and CUPE (CLC) (office, clerical and technical empls.)	May	183
York Region Board of Education and CUPE (CLC) (service and maintenance empls.)	May	183
York Region Board of Education, Aurora and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Sept.	425
York Region Board of Education, Aurora and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	426
York University Board of Governors, Toronto and Faculty Assn. (Ind.) (full-time professors, lecturers and librarians)	Sept.	429
York University, Toronto and Cdn. Educational Workers (Ind.) (part-time faculty Unit 1 and Unit 2)	Oct.	499
York University, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	Oct.	500
York University, Toronto and York University Staff Assn. (CCU) (office, clerical, laboratory, and technical empls.)	Oct.	501

HEALTH AND WELFARE SERVICES

Bestview Holdings Ltd. and Bestview Services Ltd., at various Ontario cities and Christian Labour Assn. (Ind.)	July	306
Canadian Red Cross Society (Blood Transfusion Service), Hamilton, London, Ottawa and Toronto and Employees Assn. (Ind.)	Mar.	69
Children's Hospital of Eastern Ontario and Ontario Nurses' Assn. (Ind.) (full-time and part-time nurses)	May	184
Extendicare Ltd. and 5 other companies operating 29 nursing care homes in Ontario and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	Dec.	582
Halton Regional Municipality, Halton Centennial Manor, Milton and Cdn. Operating Engineers (CCU)	Dec.	582
Hamilton-Wentworth Regional Municipality, Macassa Lodge, Hamilton and CUPE (CLC)	Oct.	501
Metropolitan Toronto Assn. for the Mentally Retarded, Toronto and CUPE (CLC) (full-time and part-time empls.)	Dec.	583
Metropolitan Toronto Catholic Children's Aid Society and CUPE (CLC)	June	247
Metropolitan Toronto Children's Aid Society and CUPE (CLC)	May	186
The John Noble Home, Brantford and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	Aug.	375

Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres and Professional Assn. of Internes and Residents of Ontario (Ind.)	Jan.	13
Ottawa Civic Hospital and 70 other hospitals, province-wide and CUPE (CLC) (full-time and part-time service, office, clerical and paramedical empls.)	Nov.	546
Ottawa-Carleton Children's Aid Society and Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time empls.)	June	247
Renfrew County Corp., Bonnechere Manor, Pembroke and CUPE (CLC) (full-time and part-time empls.)	Aug.	381
Riverdale Hospital, Toronto and twenty-six other Ontario hospitals and Cdn. Operating Engineers (CCU)	Apr.	127
Riverside Hospital of Ottawa and Cdn. Operating Engineers (CCU) (service empls.)	June	248
Ross Memorial Hospital, Lindsay and CUPE (CLC) (service, office and clerical empls.)	Dec.	581
St. Vincent Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CFL) (full-time and part-time service empls.)	Nov.	547
Sunnybrook Medical Centre and 46 other Ontario Hospitals and Service Employees Intl. (AFL-CIO/CLC)	Nov.	548
Victoria Hospital Corp., London and Office and Professional Empls. (AFL-CIO/CLC)	July	305

AMUSEMENT AND RECREATION SERVICES

Canadian Independent Commercial Producers Assn., Toronto and Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	June	249
Ontario Jockey Club (Mutuel Dept., Standardbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	141
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	138

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River and Atomic Energy Allied Council	Apr.	127
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River and Office and Professional Empls. (AFL-CIO/CLC)	July	306
Atomic Energy of Canada Ltd., Engineering Co., Mississauga and Public Service Alliance (CLC) (drafting and illustrating empls.)	Aug.	375
Atomic Energy of Canada Ltd., Research Co. (Chalk River Nuclear Laboratories), Chalk River and Cdn. Labour Congress (CLC)	Sept.	431
Canadian Press and Broadcast News Ltd., Toronto and Ottawa and Newspaper Guild (AFL-CIO/CLC)	Apr.	127
Canadian Standards Assn., Rexdale and CUPE (CLC)	Feb.	38
Tele-Direct (Publications) Inc., Hamilton, Kitchener, Ottawa, Sudbury, Thunder Bay, Toronto, Ont. and Montreal, Que. and Canadian Telephone Employees Assn. (Ind.) (clerical and associated empls.)	Jan.	13

PERSONAL SERVICES

Canadian National Institute for the Blind (Ontario Div.), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Mar.	69
Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto and Hotel Employees (AFL-CIO/CLC) (full-time and part-time empls.)	June	250
Cara Operations Ltd. (Airline Services Div.), Mississauga and Hotel Employees (AFL-CIO/CLC)	Jan.	14

Four Seasons Hotel Toronto (Four Seasons Yorkville) and Textile Processors (Ind.)	June	250
Holiday Inn of Toronto - Downtown, of the Commonwealth Holiday Inns of Canada Ltd. and Hotel Employees (AFL-CIO/CLC)	Apr.	128
Hotel Association of Metropolitan Toronto and Hotel Employees (AFL-CIO/CLC)	Oct.	502
Skyline Hotel-Toronto, Etobicoke and Hotel Employees (AFL-CIO/CLC)	June	251
Toronto (Harbour Castle) Hilton Hotel, a Div. of Campeau Corp. and Textile Processors (Ind.)	July	307
Toronto Hotel Employers Assn. and Hotel Employees (AFL-CIO/CLC)	Apr.	129
Trans Nation Inc. (King Edward Hotel), Toronto and Hotel Employees (AFL-CIO/CLC)	May	187

MISCELLANEOUS SERVICES

Federated Building Maintenance Co. Ltd., Toronto and Food and Service Workers (CCU)	July	308
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FEDERAL ADMINISTRATION

National Research Council of Canada and Professional Institute (Ind.) (research officers and research council officers)	Aug.	376
Treasury Board of Canada and Economists, Sociologists and Statisticians Assn. (Ind.)	Dec.	583
Treasury Board of Canada and Professional and Technical Employees (Ind.) (aircraft operations group)	Aug.	376
Treasury Board of Canada, province-wide and Council of Graphic Arts Union (4 AFL-CIO/CLC unions) (printing operations, non-supervisory empls.)	Nov.	548

PROVINCIAL ADMINISTRATION

Ontario Government and Ontario Provincial Police Assn. Inc. (Ind.) (police officers and cadets)	July	308
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (administrative services category)	Dec.	584
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (clerical services category)	Dec.	584
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (correctional services category)	Aug.	377
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (general operational services category)	Dec.	585
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (institutional care services category)	Oct.	502
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (maintenance services category)	Dec.	585
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (office services category)	Dec.	586
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (scientific and professional services category)	Sept.	431

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police and Police Assn. (Ind.)	July	309
Durham Regional Municipality (Homes for the Aged), Whitby, Oshawa and Beaverton and CUPE (CLC)	Aug.	381
Durham Regional Municipality (Works Dept.) and CUPE (CLC)	May	187
Durham Regional Municipality, Whitby and CUPE (CLC) (inside empls.)	Nov.	549
East York Borough Corp. and CUPE (CLC) (inside and outside empls.)	July	310

Etobicoke City Corp. and CUPE (CLC) (outside empls.)	Sept.	432
Etobicoke City Corp. and Ont. Fire Fighters (Ind.)	Nov.	550
Halton Regional Board of Commissioners of Police, Oakville and Police Assn. (Ind.)	Oct.	503
Hamilton City Corp. and CUPE (CLC) (inside empls.)	Sept.	432
Hamilton City Corp. and CUPE (CLC) (outside empls.)	Sept.	433
Hamilton City Corp. and Fire Fighters (AFL-CIO/CLC)	June	253
Hamilton-Wentworth Regional Board of Commissioners of Police and Police Assn. (Ind.)	July	310
Hamilton-Wentworth Regional Municipality, Hamilton and CUPE (CLC) (inside empls.)	Sept.	433
Kingston City Corp. (including Rideaucrest Home for the Aged) and CUPE (CLC)	May	188
Kitchener City Corp. (Works, Parks and Recreation) and CUPE (CLC)	Aug.	377
London City Board of Commissioners of Police and Police Assn. (Ind.)	Apr.	130
London City Corp. and CUPE (CLC) (inside empls.)	June	253
London City Corp. and CUPE (CLC) (outside empls.)	June	253
London City Corp. and Fire Fighters (AFL-CIO/CLC)	June	254
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.)	Mar.	70
Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission and CUPE (CLC) (inside and outside empls.)	June	254
Mississauga City Corp. and Ont. Fire Fighters (Ind.)	Nov.	550
Niagara Falls City Corp. and CUPE (CLC) (inside and outside empls.)	Mar.	71
Niagara Regional Board of Commissioners of Police, Thorold and Police Assn. (Ind.) (police officers)	Oct.	503
Niagara Regional Municipality and CUPE (CLC)	Apr.	131
North Bay City Corp. and CUPE (CLC) (inside and outside empls.)	July	311
North York City Corp. and CUPE (CLC) (outside, clerical and technical, and dental empls.)	Apr.	132
North York City Corp. and Fire Fighters (AFL-CIO/CLC)	June	255
Oshawa City Corp. and CUPE (CLC) (inside empls.)	Aug.	380
Oshawa City Corp., Public Works and Community Services Depts. and CUPE (CLC)	Apr.	133
Ottawa City Board of Commissioners of Police and Police Assn. (Ind.)	June	255
Ottawa City Corp. and Ont. Professional Fire Fighters Assn. (Ind.)	Sept.	433
Sault Ste. Marie City Corp. (Works Dept.) and CUPE (CLC)	Oct.	504
Scarborough City Corp. and CUPE (CLC) (office, clerical and technical empls.)	June	256
Scarborough City Corp. and CUPE (CLC) (outside empls.)	Apr.	133
Scarborough City Corp. and Fire Fighters (AFL-CIO/CLC)	June	257
St. Catharines City Corp. and CUPE (CLC) (outside empls.)	May	188
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.) (police officers and civilian empls.)	Aug.	377
Thunder Bay City Corp. and CUPE (CLC) (office, clerical and technical empls.)	Feb.	41
Thunder Bay City Corp. and CUPE (CLC) (outside empls.)	July	312
Toronto City Corp. and CUPE (CLC) (inside and outside empls.)	June	257
Toronto City Corp. and Ontario Fire Fighters (Ind.)	Nov.	551
Waterloo Regional Board of Commissioners of Police, Waterloo and Police Assn. (Ind.)	Nov.	551
Windsor City Board of Commissioners of Police and Police Assn. (Ind.) (Unit A)	Aug.	378
Windsor City Corp. and CUPE (CLC) (inside and outside empls.)	July	312
Windsor City Corp. and Windsor Professional Fire Fighters Assn. (Ind.)	Apr.	134
York City Corp., Works Dept. and Parks and Recreation Dept. and CUPE (CLC)	July	314

York Regional Board of Commissioners of Police, Newmarket and Police Assn. (Ind.)	Sept.	434
York Regional Municipality and York Land Div. Committee and CUPE (CLC)	July	315

CONSTRUCTION

Architectural Glass and Metal Contractors Assn., Ontario Painting Contractors Assn., Ontario Acoustical Assn. and Interior Systems Contractors Assn. of Ontario, province-wide and Painters (AFL-CIO/CFL)	Apr.	136
Canadian Automatic Sprinkler Assn., Canada-wide except Quebec and British Columbia and Plumbers (AFL-CIO/CFL)	Nov.	552
Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Assn., the Acoustical Assn. of Ontario, the Resilient Flooring Contractors Assn. of Ontario, the Caulking Contractors Assn. of Ontario, the Industrial Contractors Assn. of Canada and the Interior Systems Contractors Assn. of Ontario and Ontario Provincial Council and Carpenters (AFL-CIO) (industrial, commercial and institutional construction sectors)	Jan.	15
Construction Site Teamster Employer Bargaining Agency, province-wide and Teamsters (Ind.) (industrial, commercial and institutional construction)	Feb.	41
Electrical Contractors Assn. of Ontario (Electrical Trade Bargaining Agency), province-wide and Electrical Workers (IBEW) (AFL-CIO/CFL) (commercial, industrial, institutional and residential construction)	May	189
Electrical Power Systems Construction Assn., province-wide and Allied Construction Trades Council of Ontario	May	190
Electrical Power Systems Construction Assn., province-wide and Boilermakers (AFL-CIO/CFL)	July	315
Electrical Power Systems Construction Assn., province-wide and Electrical Workers (IBEW) (AFL-CIO/CFL) (generation projects construction)	Sept.	435
Electrical Power Systems Construction Assn., province-wide and Electrical Workers (IBEW) (AFL-CIO/CFL) (transmission system construction)	Sept.	436
Electrical Power Systems Construction Assn., province-wide and Plumbers (AFL-CIO/CFL)	July	316
Electrical Power Systems Construction Assn., province-wide and Structural Iron Workers (AFL-CIO)	Aug.	378
Heavy Construction Assn. of Toronto (Heavy Construction, TTC Subway Tunnel and Field Precast Manufacturing Operations) and Labourers (AFL-CIO)	Apr.	136
Interior Systems Contractors Assn. of Ontario, province-wide and Carpenters (AFL-CIO) (residential construction)	July	317
Maintenance and Service Contractors Assn., Canada-wide and Plumbers (AFL-CIO/CFL)	Oct.	505
Metropolitan Toronto Demolition Contractors Inc., previously, Metropolitan Toronto House Wreckers' Assn., province-wide and Labourers (AFL-CIO)	Dec.	586
Metropolitan Toronto Plumbing and Heating Contractor's Assn., a Div. of the Mechanical Contractor's Assn., OLRB Area 8 and Plumbers, Residential Div. (AFL-CIO/CFL)	June	258
Metropolitan Toronto Residential Painting Contractors Assn. and Painters (AFL-CIO/CFL)	May	192
Metropolitan Toronto Road Builders' Assn. and International Operating Engineers (AFL-CIO/CFL)	Apr.	135

Metropolitan Toronto Road Builders' Assn. and Labourers (AFL-CIO) and Teamsters (Ind.)	Apr.	134
Metropolitan Toronto Sewer and Watermain Contractors Assn. and Intl. Operating Engineers (AFL-CIO/CFL)	May	192
Metropolitan Toronto Sewer and Watermain Contractors Assn. and Labourers (AFL-CIO) and Teamsters (Ind.)	May	193
Millwrighting Contractors Assn. of Ontario Inc., province-wide and Millwright District Council, Carpenters (AFL-CIO), (industrial, commercial and institutional construction)	July	318
National Capital Road Builders Assn., Ottawa and International Operating Engineers (AFL-CIO/CFL) and Labourers (AFL-CIO) and Teamsters (Ind.)	Apr.	141
National Elevator and Escalator Assn., province-wide and Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction)	Aug.	379
Ontario Industrial Roofing Contractors Assn. (Roofing Employer Bargaining Agency), province-wide and Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	194
Ontario Masonry Contractors Assn., OLRB Area 15, Residential Agreement and Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemason and plasterers)	Oct.	505
Ontario Masonry Industry Employers Council and Ontario Provincial Conference, Bricklayers (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers) (industrial, commercial and institutional construction sectors)	Jan.	16
Ontario Master Insulators' Assn. Inc. (Construction Agreement), province-wide and Asbestos Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	194
Ontario Mechanical Contractors Assn., province-wide and Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	195
Ontario Precast Concrete Manufacturers Assn. and Ontario Provincial District Council, Labourers (AFL-CIO)	May	195
Ontario Refrigeration and Air Conditioning Contractors Assn. and Plumbers (AFL-CIO/CLC)	July	318
Ontario Sheet Metal and Air Handling Group, province-wide and Ontario Sheet Metal Workers' Conference, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	196
Ontario Terrazzo, Tile and Marble Guild Inc., province-wide and Ontario Provincial Conference, Bricklayers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	258
Oshawa Area Signatory Contractors, Oshawa and Labourers (AFL-CIO) and Teamsters (Ind.)	Sept.	434
Ottawa Construction Assn. and Carpenters (AFL-CIO) (Non-ICI construction)	May	196
Thunder Bay Construction Assn., OLRB Areas 22, 23, 24 and Carpenters (AFL-CIO) (Non-ICI construction)	June	259
Toronto Masonry Contractors' Assn. Inc. and Bricklayers Ind. (CCU)	July	319
Toronto-Residential Air Handling Group, OLRB Area 8 and Sheet Metal Workers (AFL-CIO/CFL)	June	260
Utility Contractors Assn. of Ontario and Labourers (AFL-CIO)	Apr.	142

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ONTARIO MINISTRY OF LABOUR
TORONTO

ALPHABETICAL CUMULATIVE INDEX
COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JANUARY TO DECEMBER 1984



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Abitibi-Price Inc., Iroquois Falls Woods Div. and Carpenters (AFL-CIO)	Dec.	570
Abitibi-Price Inc. (Iroquois Falls, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls Divs. in Ont., Beauport Div. in Que. and Pine Falls Div. in Man.) and Abitibi-Price Fine Papers (Port Arthur Div.) and Office and Professional Empls. (AFL-CIO/CLC)	Sept.	410
Abitibi-Price Inc., Ont., Que. and Nfld. and Cdn. Paperworkers (CLC) (mill empls.)	June	226
Accurcast Die Casting Ltd., Wallaceburg and Molders (AFL-CIO/CLC)	Dec.	564
Algoma Steel Corp. Ltd., Algoma Ore Div., Wawa and United Steelworkers (AFL-CIO/CLC) (mine empls.)	May	176
Algoma Steel Corp. Ltd., Steelworks and Tube Div., Sault Ste. Marie and United Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	May	169
Algoma Steel Corp. Ltd., Steelworks, Sault Ste. Marie and United Steelworkers (AFL-CIO/CLC) (production and maintenance mill empls.)	May	167
Algoma Steel Corp. Ltd., Tube Div., Sault Ste. Marie and United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	May	169
Algoods, Div. of Alcan Canada Products Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Oct.	470
Allied Chemical, Div. of Allied Inc., Amherstburg and Auto Workers (CLC)	July	296
American Can Canada Inc., Hamilton and CLC Directly Chartered	Mar.	62
American-Standard, a Div. of Wabco-Standard Ltd. (Lansdowne Plant), Toronto and Glass, Pottery, Plastic Workers (AFL-CIO/CLC)	Aug.	361
Architectural Glass and Metal Contractors Assn., Ontario Painting Contractors Assn., Ontario Acoustical Assn. and Interior Systems Contractors Assn. of Ontario, province-wide and Painters (AFL-CIO/CFL)	Apr.	136
Associated Fur Industries of Toronto Inc. and Food and Commercial Workers (AFL-CIO/CLC)	July	289
Atikokan Forest Products Inc., Sapawe and McKenzie Forest Products Inc., Hudson and Carpenters (AFL-CIO) (sawmill empls.)	May	197
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River and Atomic Energy Allied Council	Apr.	127
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River and Office and Professional Empls. (AFL-CIO/CLC)	July	306
Atomic Energy of Canada Ltd., Engineering Co., Mississauga and Public Service Alliance (CLC) (drafting and illustrating empls.)	Aug.	375
Atomic Energy of Canada Ltd., Radiochemical Co., Ottawa and Energy and Chemical Workers (CLC)	Aug.	365
Atomic Energy of Canada Ltd., Research Co. (Chalk River Nuclear Laboratories), Chalk River and Cdn. Labour Congress (CLC)	Sept.	431
Ault Dairies, a Div. of Ault Foods Ltd. (Toronto Plants, Distribution and Maintenance Depts.) and Teamsters (Ind.)	Feb.	27
Bata Engineering, a Div. of Bata Industries Ltd., Batawa and Trenton and Machinists (AFL-CIO/CLC)	Mar.	63
Bata Industries Ltd., (Footwear Div.), Batawa and Trenton and Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse empls.)	Nov.	512
BCL Canada Inc., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	364
Bell Canada, Que. and Ont. and Cdn. Telephone Empls. (Ind.) (communications sales empls.)	Aug.	366

Bendix Safety Restraints Ltd., Div. of Allied Canada Inc. formerly Daal Specialties (Canada) Inc., Collingwood and Auto Workers (CLC)	Nov.	519
Bestview Holdings Ltd. and Bestview Services Ltd., at various Ontario cities and Christian Labour Assn. (Ind.)	July	306
Bilt-Rite Upholstering Co. Ltd., Toronto and Upholsterers (AFL-CIO/CLC)	Mar.	59
Black Diamond Cheese, a Div. of Brooke Bond Inc., Belleville and Energy and Chemical Workers (CLC)	Sept.	408
Boise Cascade Canada Ltd., Fort Frances and Kenora and Cdn. Paperworkers (CLC), Electrical Workers (IBEW) (AFL-CIO/CFL), Machinists (AFL-CIO/CLC) and Office and Professional Empls. (AFL-CIO/CLC)	Oct.	464
Boise Cascade Canada Ltd., Fort Frances and Kenora and United Paperworkers (AFL-CIO/CLC)	Nov.	513
Brant County Board of Education, Brantford and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Nov.	535
Brown Boveri Howden Inc., Toronto and Boilermakers (AFL-CIO/CFL)	May	170
Bundy of Canada Ltd., Cambridge and Auto Workers (CLC)	Jan.	9
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake and Carpenters (AFL-CIO)	Feb.	36
Cadbury Schweppes Powell Inc., Cadbury Div., Whitby and Auto Workers (CLC)	June	217
Camco Inc, London and United Steelworkers (AFL-CIO/CLC)	Sept.	414
Canada Packers Inc., Ont. and Que. and Food and Commercial Workers (AFL-CIO/CLC)	Aug.	351
Canada Packers Poultry, Div. of Canada Packers Inc., Walkerton and Food and Commercial Workers (AFL-CIO/CLC)	June	218
Canada Post Corp., system-wide and Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	Nov.	553
Canada Safeway Ltd., Belleville, Burlington, Hamilton, Oshawa, Toronto and other southern Ontario centres and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	July	300
Canada Safeway Ltd., Thunder Bay and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Dec.	573
Canadian Automatic Sprinkler Assn., Canada-wide except Quebec and British Columbia and Plumbers (AFL-CIO/CFL)	Nov.	552
Canadian Broadcasting Corp., system-wide and Newspaper Guild, (AFL-CIO/CLC)	Nov.	530
Canadian Coleman Co. Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Nov.	517
Canadian Fram Ltd., Chatham and Auto Workers (CLC)	May	170
Canadian Home Products Ltd., Niagara Falls and Food and Commercial Workers (AFL-CIO/CLC) (plant, office and clerical empls.)	Feb.	39
Canadian Independent Commercial Producers Assn., Toronto and Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	June	249
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence and Cdn. Marine Officers Union (AFL-CIO/CLC), Merchant Service Guild (CLC), and Seafarers (AFL-CIO/CLC)	Oct.	481
Canadian National Institute for the Blind (Ontario Div.), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Mar.	69
Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto and Hotel Employees (AFL-CIO/CLC) (full-time and part-time empls.)	June	250
Canadian Press and Broadcast News Ltd., Toronto and Ottawa and Newspaper Guild (AFL-CIO/CLC)	Apr.	127
Canadian Red Cross Society (Blood Transfusion Service), Hamilton, London, Ottawa and Toronto and Employees Assn. (Ind.)	Mar.	69

Canadian Rock Salt Co. Ltd. (Ojibway Mines), Windsor and Auto Workers (CLC)	Mar.	68
Canadian Standards Assn., Rexdale and CUPE (CLC)	Feb.	38
Canadian Woodwork Manufacturers Assn., Inter-city and Carpenters (AFL-CIO)	June	226
Canvil Ltd., Simcoe and Machinists (AFL-CIO/CLC)	Feb.	35
Cara Operations Ltd. (Airline Services Div.), Mississauga and Hotel Employees (AFL-CIO/CLC)	Jan.	14
Carleton Board of Education and Fed. of Women Teachers' Assn. of Ont. and Public School Teachers' Fed. (Ind.)	May	178
Carleton Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	198
Carleton Roman Catholic School Board, Nepean and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	490
Carleton Roman Catholic Separate School Board, Ottawa and Employees Assn. (Ind.) (full-time and part-time maintenance, plant operations and transportation empls.)	Nov.	556
Carleton University, Ottawa and CUPE (CLC) (clerical, technical and administrative empls.)	Sept.	428
Carleton University, Ottawa and CUPE (CLC) (graduate and undergraduate student part-time teachers)	Nov.	544
Carleton University, Ottawa and University Professors (Ind.) (professors, librarians and instructors)	May	179
Carlton Cards Ltd., Toronto and Independent Greeting Card Workers of Canada (Ind.)	June	228
Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Assn., the Acoustical Assn. of Ontario, the Resilient Flooring Contractors Assn. of Ontario, the Caulking Contractors Assn. of Ontario, the Industrial Contractors Assn. of Canada and the Interior Systems Contractors Assn. of Ontario and Ontario Provincial Council and Carpenters (AFL-CIO) (industrial, commercial and institutional construction sectors)	Jan.	15
Carrriere Technical Industries Ltd. and Carr-Tech Distributing Ltd., Scarborough and Electrical Workers (UE) (CLC)	Oct.	487
CASCO Co., Cardinal and Retail, Wholesale Empls. (AFL-CIO/CLC)	Apr.	96
Celanese Canada (Millhaven) Inc., Kingston and Energy and Chemical Workers (CLC)	Apr.	98
Certified Brakes, a Div. of Lear Siegler Industries Ltd., Toronto and Mississauga and United Steelworkers (AFL-CIO/CLC)	May	173
Champion Road Machinery Ltd. and Gearco Ltd., Goderich and Machinists (AFL-CIO/CLC) (hourly-rated empls.)	Feb.	40
Champion Road Machinery Ltd. and Gearco Ltd., Goderich and Machinists (AFL-CIO/CLC) (hourly-rated empls.)	Oct.	471
Children's Hospital of Eastern Ontario and Ontario Nurses' Assn. (Ind.) (full-time and part-time nurses)	May	184
Chromasco Ltd., Haley and United Steelworkers (AFL-CIO/CLC)	Apr.	105
The Citizen, a Div. of Southam Press Inc., Ottawa and Newspaper Guild (AFL-CIO/CLC)	May	166
Clark Equipment of Canada Ltd., St. Thomas and Machinists (AFL-CIO/CLC)	Aug.	358
CNCP Telecommunications, system-wide and Communications and Allied Workers (CCU)	Oct.	485
Colonial Cookies, A Div. of Beatrice International (Canada) Ltd., Kitchener and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	3
Commodore Business Machines Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Sept.	410
Computing Devices Co., a Div. of Control Data Canada Ltd., Ottawa and Stittsville and Employees Assn. (Ind.)	Oct.	478

Construction Site Teamster Employer Bargaining Agency, province-wide and Teamsters (Ind.) (industrial, commercial and institutional construction)	Feb.	41
The Consumers' Gas Co., Toronto and other central and southeastern Ontario centres, Ottawa Gas and Provincial Gas Co., Niagara Regional Municipality and Energy and Chemical Workers (CLC) (operating, maintenance and office empls.)	May	177
Consumers Glass Co. Ltd., Toronto and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Aug.	362
Cooper Canada Ltd., Toronto and Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	Sept.	415
Corah Ltd., Barrie and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	587
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que. and Graphic Communications Union (AFL-CIO/CLC) (lithography empls. and photoengravers)	June	230
Council of Printing Industries of Canada, Toronto and area and Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	June	229
Council of Printing Industries of Canada, Toronto and Typographical Union (AFL-CIO/CLC)	July	292
Crane Canada Inc., Brantford and United Steelworkers (AFL-CIO/CLC)	July	293
Crown Cork and Seal Canada Inc., Concord and United Steelworkers (AFL-CIO/CLC)	Sept.	412
Cyanamid Canada Inc. (Niagara Plant), Niagara Falls and Electrical Workers (UE) (CLC)	Mar.	66
Dare Foods Ltd. (Biscuit Div.), Kitchener and Bakery and Tobacco Workers (AFL-CIO/CLC)	June	218
Davidson Rubber Co. Ltd., Port Hope and Rubber Workers (AFL-CIO/CLC)	Nov.	526
L. Davis Textiles Co. Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	June	261
Dempster's Bread, Div. of Corporate Foods Ltd., Toronto and Teamsters (Ind.)	May	161
Denison Mines Ltd., Elliot Lake and United Steelworkers (AFL-CIO/CLC) (production, maintenance and office empls.)	Sept.	417
Dome Mines Ltd., South Porcupine and United Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	June	234
Domglas Inc., Brampton and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Dec.	568
Domglas Inc., Hamilton and Aluminium, Brick and Glass Workers (AFL-CIO/CLC) (plant and warehouse empls.)	Apr.	113
Dominion Chain, Div. of Dominion Chain Inc., Stratford and Machinists (AFL-CIO/CLC)	Nov.	518
Dominion Forge Co. Ltd., Windsor and Auto Workers (CLC)	Apr.	107
Dominion Stores Ltd. and Thrift Stores, Windsor and Amherstburg and United Steelworkers (AFL-CIO/CLC) (full-time and part-time empls.)	Oct.	488
Dominion Stores Ltd., Sault Ste. Marie and various centres in northern Ontario and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Nov.	531
Dominion Stores Ltd., Sudbury and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Nov.	532
Dominion Stores Ltd., Toronto and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time truck drivers and warehouse empls.)	Dec.	574
Dominion Stores Ltd., Toronto and various other centres throughout southern Ontario and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Nov.	533
Domtar Inc. - Packaging Group, Containerboard Div., Red Rock and Cdn. Paperworkers (CLC)	Oct.	465

Algoma Steel Corp. Ltd., Tube Div., Sault Ste. Marie and United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	May	169
Algoods, Div. of Alcan Canada Products Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Oct.	470
Chromasco Ltd., Haley and United Steelworkers (AFL-CIO/CLC)	Apr.	105
Eastern Steelcasting and Ivaco Rolling Mills, Div./Ivaco Inc., L'Orignal and United Steelworkers (AFL-CIO/CLC)	Sept.	411
Eldorado Resources Ltd., Port Hope and United Steelworkers (AFL-CIO/CLC)	July	293
Haley Industries Ltd., Haley and United Steelworkers (AFL-CIO/CLC)	Jan.	7
Holmes Foundry Ltd., Sarnia and Auto Workers (CLC)	Apr.	103
International Malleable Iron Co. Ltd., Guelph and United Steelworkers (AFL-CIO/CLC)	Apr.	105
Kelsey-Hayes Canada Ltd., Beards Lane Plant and Eureka Foundry Plant, Woodstock and Auto Workers (CLC)	Mar.	60
Standard Tube Canada Ltd., Woodstock and Auto Workers (CLC)	Feb.	34
Standard Tube Inc., Blenheim and Auto Workers (CLC) (hourly rated empls.)	Oct.	469
Stelco Inc. (Page-Hersey Works and Welland Tube Works), Welland and Electrical Workers (UE) (CLC)	Nov.	516
Stelco Inc. in Ont., Que. and Alta. and United Steelworkers (AFL-CIO/CLC)	Apr.	102
Union Carbide Canada Ltd., (Carbon Products, Metals), Welland and Electrical Workers (UE) (CLC) (hourly-rated plant empls.)	May	170

METAL FABRICATING

American Can Canada Inc., Hamilton and CLC Directly Chartered Canadian Coleman Co. Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Mar.	62
	Nov.	517
Canvil Ltd., Simcoe and Machinists (AFL-CIO/CLC)	Feb.	35
Crane Canada Inc., Brantford and United Steelworkers (AFL-CIO/CLC)	July	293
Crown Cork and Seal Canada Inc., Concord and United Steelworkers (AFL-CIO/CLC)	Sept.	412
Dominion Chain, Div. of Dominion Chain Inc., Stratford and Machinists (AFL-CIO/CLC)	Nov.	518
Dominion Forge Co. Ltd., Windsor and Auto Workers (CLC)	Apr.	107
Frankel Steel Ltd., Milton and United Steelworkers (AFL-CIO/CLC)	Jan.	8
Richards-Wilcox of Canada Ltd., London and Machinists (AFL-CIO/CLC)	Feb.	35
Supreme Aluminum Industries Ltd., Pickering and Scarborough and Employees Assn. (Ind.)	Mar.	62
Windsor Bumper Div., Gulf+Western (Canada) Ltd., Windsor and Auto Workers (CLC)	Sept.	413

MACHINERY

Bata Engineering, a Div. of Bata Industries Ltd., Batawa and Trenton and Machinists (AFL-CIO/CLC)	Mar.	63
Brown Boveri Howden Inc., Toronto and Boilermakers (AFL-CIO/CFL)	May	170
Champion Road Machinery Ltd. and Gearco Ltd., Goderich and Machinists (AFL-CIO/CLC) (hourly-rated empls.)	Feb.	40
Champion Road Machinery Ltd. and Gearco Ltd., Goderich and Machinists (AFL-CIO/CLC) (hourly-rated empls.)	Oct.	471
Clark Equipment of Canada Ltd., St. Thomas and Machinists (AFL-CIO/CLC)	Aug.	358
Hussmann Store Equipment Ltd., Brantford and Auto Workers (CLC)	Sept.	414
Keeprite Inc., Brantford and Keeprite Workers' Independent Union (Ind.)	Jan.	8
White Farm Manufacturing Canada Ltd., formerly White Farm Equipment Canada Ltd., Brantford and Auto Workers (CLC) (hourly-rated empls.)	June	231

Esselte Pendaflex Canada Inc., Toronto and Graphic Communications Union (AFL-CIO/CLC)	Jan.	6
Essex County Board of Education, Essex and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Dec.	575
Essex County Board of Education, Essex and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	420
Essex County Roman Catholic Separate School Board and Ont. Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	72
Etobicoke City Board of Education and CUPE (CLC) (caretakers, maintenance and other empls.)	Apr.	122
Etobicoke City Corp. and CUPE (CLC) (outside empls.)	Sept.	432
Etobicoke City Corp. and Ont. Fire Fighters (Ind.)	Nov.	550
Extendicare Ltd. and 5 other companies operating 29 nursing care homes in Ontario and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	Dec.	582
Falconbridge Ltd., Falconbridge and United Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	Mar.	67
Falconbridge Ltd., Sudbury and Mine, Mill and Smelter Workers' Union (CCU) (mine and surface empls.)	May	176
Federal Pioneer Ltd., Toronto and Communications and Electronics (CLC)	Mar.	65
Federated Building Maintenance Co. Ltd., Toronto and Food and Service Workers (CCU)	July	308
Ferranti-Packard Transformers Ltd., St. Catharines Div. and United Steelworkers (AFL-CIO/CLC)	Apr.	110
Fiberglas Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	Feb.	36
Fiberglas Canada Inc., Textile and Chemical Plants, Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	353
Firestone Textiles Co., a Div. of Firestone Canada Inc., Woodstock and United Textile Workers (AFL-CIO/CLC)	Apr.	99
Fisher Controls Co. of Canada, Woodstock and Auto Workers (CLC)	May	175
Fleck Manufacturing Inc., Huron Park and Auto Workers (CLC)	Aug.	361
Fleet Aerospace Corp., Fleet Industries Div., Fort Erie and Machinists (AFL-CIO/CLC)	Dec.	588
Ford Glass Ltd., Toronto and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	June	233
Ford Motor Co. of Canada Ltd., Bramalea and Windsor and Auto Workers (CLC) (office, clerical and technical empls.)	Nov.	524
Ford Motor Co. of Canada Ltd., Windsor, Bramalea, Oakville, Niagara Falls and St. Thomas and Auto Workers (CLC) (hourly rated empls.)	Nov.	520
Four Seasons Hotel Toronto (Four Seasons Yorkville) and Textile Processors (Ind.)	June	250
Frankel Steel Ltd., Milton and United Steelworkers (AFL-CIO/CLC)	Jan.	8
Fraser Inc., Thorold Div., Thorold and Cdn. Paperworkers (CLC) (mill empls.)	Oct.	466
Frontenac County Board of Education and CUPE (CLC) (office and clerical and custodian and maintenance empls. and non-teaching assistants)	June	238
Frontenac County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	238
Frontenac County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	262
Fruehauf Canada Inc., Manufacturing Plant, Ingersoll and Auto Workers (CLC)	Apr.	109
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and Boisbriand, Que. and Auto Workers (CLC) (hourly rated empls.)	Oct.	472
General Tire Canada Ltd., Tire Div., Barrie and Rubber Workers (AFL-CIO/CLC)	Feb.	30

The Globe and Mail, Toronto and Newspaper Guild (AFL-CIO/CLC) (circulation, editorial and maintenance-delivery empls.)	Oct.	468
Goldcrest Furniture Ltd., Toronto and Canadian Industrial Employees (CCU)	Apr.	100
Goodyear Canada Inc., Collingwood and Rubber Workers (AFL-CIO/CLC) (mill empls.)	Oct.	461
The Great Atlantic and Pacific Co. of Canada Ltd., province-wide and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Aug.	370
Great Lakes Forest Products Ltd., Dryden and Cdn. Paperworkers (CLC) (mill, woodlands and chemical operations empls.)	Dec.	562
Great Lakes Forest Products Ltd., Thunder Bay and Cdn. Paperworkers (CLC) (mill empls.)	Oct.	467
Great Lakes Forest Products Ltd., Thunder Bay and Dryden Woodlands Operations and Carpenters (AFL-CIO) (lumber and sawmill workers)	Nov.	527
Greb Industries, a Div. of Warrington Products Inc., Kitchener and Clothing and Textile Workers (AFL-CIO/CLC) (production and maintenance empls.)	Apr.	97
Greb Industries, a Div. of Warrington Products Inc., Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	Feb.	32
GSW Inc., Fergus and London, GSW Inc. (Building Products Div.), Hamilton and Knight Industries Co., Hamilton and United Steelworkers (AFL-CIO/CLC) (office and plant empls.)	Aug.	359
GTR Industrial Products Co. (Canada), a Div. of the General Tire and Rubber Co. of Canada Ltd., Welland and Rubber Workers (AFL-CIO/CLC)	June	222
Gulf Canada Products Co., Clarkson Refinery, Mississauga and Energy and Chemical Workers (CLC)	Jan.	10
Gulf Canada Products Co., Clarkson Refinery, Mississauga and Energy and Chemical Workers (CLC)	Oct.	481
Haldimand Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	238
Haley Industries Ltd., Haley and United Steelworkers (AFL-CIO/CLC)	Jan.	7
Halton Board of Education and CUPE (CLC)	June	239
Halton Board of Education and Employees Assn. (Ind.) (office, clerical and technical empls.)	July	302
Halton Board of Education, Burlington and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Oct.	491
Halton Board of Education, Burlington and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	536
Halton Regional Board of Commissioners of Police, Oakville and Police Assn. Ind.)	Oct.	503
Halton Regional Municipality, Halton Centennial Manor, Milton and Cdn. Operating Engineers (CCU)	Dec.	582
Hamilton City Board of Education and CUPE (CLC) (caretakers, maintenance, bus drivers, cleaning and cooking empls.)	Dec.	576
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Oct.	492
Hamilton City Corp. and CUPE (CLC) (inside empls.)	Sept.	432
Hamilton City Corp. and CUPE (CLC) (outside empls.)	Sept.	433
Hamilton City Corp. and Fire Fighters (AFL-CIO/CLC)	June	253
Hamilton City Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CFL)	June	236
Hamilton Street Railway Co. and Canada Coach Lines Ltd., Hamilton and Transit Union (AFL-CIO/CLC) (hourly rated and salaried empls.)	Apr.	117
Hamilton-Wentworth Regional Board of Commissioners of Police and Police Assn. (Ind.)	July	310
Hamilton-Wentworth Regional Municipality, Hamilton and CUPE (CLC) (inside empls.)	Sept.	433

Hamilton-Wentworth Regional Municipality, Macassa Lodge, Hamilton and CUPE (CLC)	Oct.	501
Hamilton-Wentworth Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	576
Harvey Woods Ltd., (Underwear and Hosiery Divs.), Woodstock and Clothing and Textile Workers (AFL-CIO/CLC)	Nov.	512
Hastings County Board of Education and CUPE (CLC) (custodial and maintenance empls., bus and truck drivers)	June	239
Hastings County Board of Education, Belleville and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Sept.	420
Hastings-Prince Edward County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Aug.	372
Hawker Siddley Canada Inc., Orenda Div., Mississauga and Machinists (AFL-CIO/CLC)	Nov.	525
Heavy Construction Assn. of Toronto (Heavy Construction, TTC Subway Tunnel and Field Precast Manufacturing Operations) and Labourers (AFL-CIO)	Apr.	136
Heintzman Ltd. (Chair Div.), Toronto and Upholsterers (AFL-CIO/CLC)	Oct.	464
H. J. Heinz Co. of Canada Ltd., Leamington and Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical, technical and quality control empls.)	June	220
Hiway Market Ltd., Kitchener and Waterloo and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Dec.	575
Holiday Inn of Toronto - Downtown, of the Commonwealth Holiday Inns of Canada Ltd. and Hotel Employees (AFL-CIO/CLC)	Apr.	128
Holmes Foundry Ltd., Sarnia and Auto Workers (CLC)	Apr.	103
Hotel Association of Metropolitan Toronto and Hotel Employees (AFL-CIO/CLC)	Oct.	502
Huron County Board of Education, Clinton and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Nov.	537
Husmann Store Equipment Ltd., Brantford and Auto Workers (CLC)	Sept.	414
Imperial Clevite Canada Inc., Mechanical Products Div., St. Thomas and Machinists (AFL-CIO/CLC)	July	294
Imperial Leaf Tobacco, Div. of Imasco Ltd., Aylmer and Energy and Chemical Workers (CLC)	Jan.	5
Imperial Tobacco, Div. of Imasco Ltd., Guelph and Bakery and Tobacco Workers (AFL-CIO/CLC)	Oct.	461
Interior Systems Contractors Assn. of Ontario, province-wide and Carpenters (AFL-CIO) (residential construction)	July	317
International Harvester Co. of Canada Ltd., Chatham and Auto Workers (CLC) (production empls.)	Dec.	565
International Malleable Iron Co. Ltd., Guelph and United Steelworkers (AFL-CIO/CLC)	Apr.	105
James River-Marathon Ltd. (Mill Dept.), Marathon and United Paperworkers (AFL-CIO/CLC)	July	291
Keeprite Inc., Brantford and Keeprite Workers' Independent Union (Ind.)	Jan.	8
Kelsey-Hayes Canada Ltd., Beards Lane Plant and Eureka Foundry Plant, Woodstock and Auto Workers (CLC)	Mar.	60
Kendall Canada, Toronto and United Steelworkers (AFL-CIO/CLC) (plant and warehouse empls.)	Aug.	354
Kent County Board of Education, Chatham and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Oct.	493

Kent County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	240
Kerr Addison Mines Ltd., Virginiatown and Employees Assn. (Ind.)	Sept.	416
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Operations), Terrace Bay and Electrical Workers (IBEW) (AFL-CIO/CFL) and United Paperworkers (AFL-CIO/CLC)	Oct.	468
Kingston City Corp. (including Rideaucrest Home for the Aged) and CUPE (CLC)	May	188
Kingston Spinners (Canada) Ltd., Kingston and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	353
Kitchener City Corp. (Works, Parks and Recreation) and CUPE (CLC)	Aug.	377
Kitchener City Corp., Transit Div., Dept. of Transportation Services and Railway, Transport and General Workers (CLC)	Oct.	484
Kodak Canada Inc., Brampton and Toronto and Employees Assn. (Ind.)	Dec.	569
Kroehler Furniture Co., Div. of Strathearn House Group Ltd., Stratford and Upholsterers (AFL-CIO/CLC)	July	289
Lake Ontario Cement Ltd., Sophiasburg and Toronto and Boilermakers (AFL-CIO/CFL)	Apr.	111
Lakehead Board of Education, Thunder Bay and CUPE (CLC)	Oct.	493
Lakehead Board of Education, Thunder Bay and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Dec.	577
Lakehead Board of Education, Thunder Bay and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	577
Lakehead Terminal Elevators Assn. (Cargill Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool, United Grain Growers Ltd.), Thunder Bay and Railway Clerks (AFL-CIO/CLC)	Apr.	118
Lambton County Roman Catholic Separate School Board, Sarnia and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	494
Leeds and Grenville County Board of Education, Brockville and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	537
Libbey-St. Clair Inc., Wallaceburg and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Aug.	363
Lily Cups Inc., Toronto and Graphic Communications Union (AFL-CIO/CLC)	Mar.	59
Lincoln County Board of Education and CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	May	180
Lincoln County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	July	303
Lincoln County Board of Education and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	304
Loblaws Ltd. (Ontario Div.), Ottawa, Toronto and locations throughout southern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Sept.	418
Loblaws Ltd. (Ontario Div.), various Ontario centres and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Aug.	371
London and Middlesex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	240
London Board of Education and CUPE (CLC) (full-time and part-time teaching assistants, office and clerical empls.)	Nov.	538
London City Board of Commissioners of Police and Police Assn. (Ind.)	Apr.	130
London City Board of Education and CUPE (CLC) (full-time and part-time plant operations empls.)	May	181

London City Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	262
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	421
London City Corp. and CUPE (CLC) (inside empls.)	June	253
London City Corp. and CUPE (CLC) (outside empls.)	June	253
London City Corp. and Fire Fighters (AFL-CIO/CLC)	June	254
London City Public Utilities Commission and CUPE (CLC)	Apr.	119
London Transit Commission and Transit Union (AFL-CIO/CLC)	Oct.	484
Maintenance and Service Contractors Assn., Canada-wide and Plumbers (AFL-CIO/CFL)	Oct.	505
Maple Leaf Mills Ltd., Toronto and Port Colborne, Ont., Calgary and Medicine Hat, Alta. and Winnipeg, Man. and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	94
Maple Lodge Farms Ltd., Norval and Food and Commercial Workers (AFL-CIO/CLC)	Nov.	511
McDonnell Douglas Canada Ltd., Mississauga and Auto Workers (CLC) (clerical and production empls.)	Mar.	63
Metropolitan Separate School Board, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	Oct.	495
Metropolitan Separate School Board, Toronto and CUPE (CLC) (office, clerical and technical empls.)	Aug.	372
Metropolitan Toronto Assn. for the Mentally Retarded, Toronto and CUPE (CLC) (full-time and part-time empls.)	Dec.	583
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.)	Mar.	70
Metropolitan Toronto Catholic Children's Aid Society and CUPE (CLC)	June	247
Metropolitan Toronto Children's Aid Society and CUPE (CLC)	May	186
Metropolitan Toronto Demolition Contractors Inc., previously, Metropolitan Toronto House Wreckers' Assn., province-wide and Labourers (AFL-CIO)	Dec.	586
Metropolitan Toronto Library Board and CUPE (CLC) (full-time and part-time librarians, library assistants, maintenance, office and clerical empls.)	Nov.	545
Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission and CUPE (CLC) (inside and outside empls.)	June	254
Metropolitan Toronto Plumbing and Heating Contractor's Assn., a Div. of the Mechanical Contractor's Assn., OLRB Area 8 and Plumbers, Residential Div. (AFL-CIO/CFL)	June	258
Metropolitan Toronto Residential Painting Contractors Assn. and Painters (AFL-CIO/CFL)	May	192
Metropolitan Toronto Road Builders' Assn. and International Operating Engineers (AFL-CIO/CFL)	Apr.	135
Metropolitan Toronto Road Builders' Assn. and Labourers (AFL-CIO) and Teamsters (Ind.)	Apr.	134
Metropolitan Toronto Sewer and Watermain Contractors Assn. and Intl. Operating Engineers (AFL-CIO/CFL)	May	192
Metropolitan Toronto Sewer and Watermain Contractors Assn. and Labourers (AFL-CIO) and Teamsters (Ind.)	May	193
Midas Canada Inc. and International Parts Manufacturing Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	June	232
Middlesex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	241
Middlesex County Board of Education, Hyde Park and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Dec.	578
Millwrighting Contractors Assn. of Ontario Inc., province-wide and Millwright District Council, Carpenters (AFL-CIO), (industrial, commercial and institutional construction)	July	318

Mississauga City Corp. and Ont. Fire Fighters (Ind.)	Nov.	550
Mississauga City Corp., Transit Div. and Transit Union (AFL-CIO/CLC)	Nov.	528
Monarch Fine Foods Co. Ltd., Toronto and Teamsters (Ind.)	July	288
National Capital Road Builders Assn., Ottawa and International Operating Engineers (AFL-CIO/CFL) and Labourers (AFL-CIO) and Teamsters (Ind.)	Apr.	141
National Elevator and Escalator Assn., province-wide and Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction)	Aug.	379
National Research Council of Canada and Professional Institute (Ind.) (research officers and research council officers)	Aug.	376
National Steel Car Ltd., Hamilton and United Steelworkers (AFL-CIO/CLC)	Oct.	476
William Neilson Ltd., Georgetown and Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	4
Nestle Enterprises Ltd., Nestle Div., Chesterville and Retail, Wholesale Empls. (AFL-CIO/CLC)	May	162
Niagara Falls City Corp. and CUPE (CLC) (inside and outside empls.)	Mar.	71
Niagara Regional Board of Commissioners of Police, Thorold and Police Assn. (Ind.) (police officers)	Oct.	503
Niagara Regional Municipality and CUPE (CLC)	Apr.	131
Niagara South Board of Education and CUPE (CLC) (maintenance, service and plant operations empls.)	May	181
Niagara South Board of Education, Welland and Fed. of Women Teachers' Assns. of Ontario, Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	538
Niagara South Board of Education, Welland and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	539
Nipissing Board of Education, North Bay and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Dec.	578
Nipissing District Roman Catholic Separate School Board, North Bay and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	579
Nipissing Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	241
The John Noble Home, Brantford and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	Aug.	375
North Bay City Corp. and CUPE (CLC) (inside and outside empls.)	July	311
North York City Board of Education and CUPE (CLC) (caretakers and matrons)	June	263
North York City Board of Education and CUPE (CLC) (office, clerical and technical empls. and teacher aides)	June	264
North York City Corp. and CUPE (CLC) (outside, clerical and technical, and dental empls.)	Apr.	132
North York City Corp. and Fire Fighters (AFL-CIO/CLC)	June	255
North York City Hydro Electric Commission and CUPE (CLC) (inside and outside empls.)	Aug.	367
North York Public Library Board and CUPE (CLC)	Nov.	546
Northern Wood Preservers Inc., a Div. of 502084 Ontario Ltd., Thunder Bay and Cdn. Paperworkers (CLC)	Oct.	463
Onstead Foods Ltd., Wheatley and Teamsters (Ind.)	Apr.	94
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres and Professional Assn. of Internes and Residents of Ontario (Ind.)	Jan.	13
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide and OPSEU (NUPGE) (CLC) (full-time academic staff, counsellors and librarians and partial load instructors)	Nov.	543

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide, and OPSEU (NUPGE) (CLC) (support staff empls.)	Sept.	426
Ontario Educational Communications Authority, Toronto and Broadcast Employees (CLC)	June	236
Ontario Government and Ontario Provincial Police Assn. Inc. (Ind.) (police officers and cadets)	July	308
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (administrative services category)	Dec.	584
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (clerical services category)	Dec.	584
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (correctional services category)	Aug.	377
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (general operational services category)	Dec.	585
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (institutional care services category)	Oct.	502
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (maintenance services category)	Dec.	585
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (office services category)	Dec.	586
Ontario Government, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (scientific and professional services category)	Sept.	431
Ontario Hospital Assn., Toronto and Blue Cross Employees' Assn. (Ind.) (office and clerical empls.)	Oct.	489
Ontario Housing Corp. and all Housing Authorities, province-wide (except Metro Toronto) and CUPE (CLC) (office and maintenance empls.)	June	237
Ontario Housing Corp. and Metropolitan Toronto Housing Authority, Toronto and CUPE (CLC) (maintenance empls.)	Oct.	490
Ontario Hydro, province-wide and CUPE (CLC) (salaried and hourly rated empls.)	Aug.	367
Ontario Industrial Roofing Contractors Assn. (Roofing Employer Bargaining Agency), province-wide and Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	194
Ontario Jockey Club (Mutuel Dept., Standardbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	141
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	138
Ontario Masonry Contractors Assn., OLRB Area 15, Residential Agreement and Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemason and plasterers)	Oct.	505
Ontario Masonry Industry Employers Council and Ontario Provincial Conference, Bricklayers (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers) (industrial, commercial and institutional construction sectors)	Jan.	16
Ontario Master Insulators' Assn. Inc. (Construction Agreement), province-wide and Asbestos Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	194
Ontario Mechanical Contractors Assn., province-wide and Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	195
Ontario Paper Co., Thorold and Cdn. Paperworkers (CLC) and Longshoremen (AFL-CIO/CLC) (mill empls.)	Aug.	358
Ontario Precast Concrete Manufacturers Assn. and Ontario Provincial District Council, Labourers (AFL-CIO)	May	195
Ontario Refrigeration and Air Conditioning Contractors Assn. and Plumbers (AFL-CIO/CLC)	July	318

Ontario Sheet Metal and Air Handling Group, province-wide and Ontario Sheet Metal Workers' Conference, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	196
Ontario Terrazzo, Tile and Marble Guild Inc., province-wide and Ontario Provincial Conference, Bricklayers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	258
Oshawa Area Signatory Contractors, Oshawa and Labourers (AFL-CIO) and Teamsters (Ind.)	Sept.	434
Oshawa City Corp. and CUPE (CLC) (inside empls.)	Aug.	380
Oshawa City Corp., Public Works and Community Services Depts. and CUPE (CLC)	Apr.	133
Ottawa Board of Education and Employees Assn. (Ind.) (maintenance and service empls. and stationary engineers)	Sept.	421
Ottawa City Board of Commissioners of Police and Police Assn. (Ind.)	June	255
Ottawa City Corp. and Ont. Professional Fire Fighters Assn. (Ind.)	Sept.	433
Ottawa Civic Hospital and 70 other hospitals, province-wide and CUPE (CLC) (full-time and part-time service, office, clerical and paramedical empls.)	Nov.	546
Ottawa Construction Assn. and Carpenters (AFL-CIO) (Non-ICI construction)	May	196
Ottawa Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	422
Ottawa-Carleton Children's Aid Society and Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time empls.)	June	247
Oxford County Board of Education, Woodstock and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Nov.	540
Paperboard Industries Corp., Trent Valley Paperboard Mills Div., formerly Miller Brothers Co. (1962) Ltd., Trenton and Cdn. Paperworkers (CLC)	Nov.	514
Paramount Industries and Donlee Plastics, Divs. of Donlee Manufacturing Industries Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	10
Jane Parker Bakery Ltd., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	Aug.	352
Patons and Baldwins Canada Inc. and Clothing and Textile Workers (AFL-CIO/CLC)	May	164
PCL Packaging Ltd., Oakville and Energy and Chemical Workers (CLC)	Mar.	72
Perth County Board of Education, Stratford and Fed. of Women Teachers Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Oct.	495
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board, Peterborough and Ont. English Catholic Teachers' Assn. (Ind.)	Oct.	496
Petro-Canada Products Inc. in Ont., Alta. and B.C. and Energy and Chemical Workers (CLC)	Jan.	11
Petro-Canada Products Inc., Toronto, Mississauga, Oakville and Energy and Chemical Workers (CLC)	Nov.	553
Phillips Cables Ltd., Brockville and Communications and Electronics (CLC)	Oct.	479
Polysar Ltd., Sarnia and Energy and Chemical Workers (CLC)	Mar.	66
PPG Canada Inc., Duplate Div., Hawkesbury and Oshawa and Auto Workers (CLC)	Apr.	114
PPG Canada Inc., Glass Div., Owen Sound and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Oct.	480

Prescott-Russell County Roman Catholic Seperate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	242
Property Management Service Organization, Toronto and Labourers (AFL-CIO)	Apr.	121
Provincial Schools Authority, province-wide and Fed. of Provincial Schools Authority Teachers (Ind.)	June	243
Quaker Oats Co. of Canada Ltd., Pet Foods Div., Trenton and Employees Assn. (Ind.)	June	221
Quaker Oats Co. of Canada Ltd., Peterborough and Food and Commercial Workers (AFL-CIO/CLC)	Feb.	28
Queen's University, Kingston and CLC Directly Chartered	Dec.	580
Renfrew County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	260
Renfrew County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	373
Renfrew County Corp., Bonnechere Manor, Pembroke and CUPE (CLC) (full-time and part-time empls.)	Aug.	381
Renfrew County Roman Catholic School Board, Pembroke and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	497
John Rennie Ltd., Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	Feb.	33
Richards-Wilcox of Canada Ltd., London and Machinists (AFL-CIO/CLC)	Feb.	35
Rio Algom Ltd., Elliot Lake and United Steelworkers (AFL-CIO/CLC) (production, maintenance and office empls.)	Sept.	417
Riverdale Hospital, Toronto and twenty-six other Ontario hospitals and Cdn. Operating Engineers (CCU)	Apr.	127
Riverside Hospital of Ottawa and Cdn. Operating Engineers (CCU) (service empls.)	June	248
Rockwell International of Canada Ltd., Bracebridge and Auto Workers (CLC)	June	232
Rockwell International of Canada Ltd., Plastics Div., Gananoque and United Steelworkers (AFL-CIO/CLC)	May	174
Ross Memorial Hospital, Lindsay and CUPE (CLC) (service, office and clerical empls.)	Dec.	581
Ryerson Polytechnical Institute Board of Governors, Toronto and Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	Oct.	497
Ryerson Polytechnical Institute Board of Governors, Toronto and Faculty Assn. (Ind.)	Sept.	427
Sault Ste. Marie Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	423
Sault Ste. Marie City Corp. (Works Dept.) and CUPE (CLC)	Oct.	504
Scarborough City Board of Education and CUPE (CLC) (operations and maintenance empls.)	Apr.	122
Scarborough City Board of Education and CUPE (CLC) (part-time operations and maintenance empls.)	May	181
Scarborough City Corp. and CUPE (CLC) (office, clerical and technical empls.)	June	256
Scarborough City Corp. and CUPE (CLC) (outside empls.)	Apr.	133
Scarborough City Corp. and Fire Fighters (AFL-CIO/CLC)	June	257
Scarborough City Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.) and Utility Workers of Canada (Ind.)	July	300
Scarborough Public Library Board and CUPE (CLC)	June	243
J. M. Schneider Inc. and Link Services Inc., Kitchener and The Schneider Employees Assn. (Ind.)	Sept.	408
Seagram Co. Ltd., Amherstburg and Auto Workers (CLC) (plant empls.)	Feb.	29
Shell Canada Ltd. (Sarnia Refinery), Corunna and Energy and Chemical Workers (CLC)	Dec.	568

Shell Canada Ltd. (Sarnia Refinery), Corunna and Energy and Chemical Workers (CLC)	Jan.	11
Simcoe County Board of Education and CUPE (CLC) (maintenance, service and plant operations empls.)	Apr.	123
Simcoe County Board of Education, Barrie and Ont. Public Service Empls. Union (NUPGE) (CLC)	Dec.	579
Sklar-Peppler Inc. (Peppler Div.), Hanover and Woodworkers (AFL-CIO/CLC) (plant empls.)	July	290
Skyline Hotel-Toronto, Etobicoke and Hotel Employees (AFL-CIO/CLC)	June	251
Spruce Falls Power and Paper Co. Ltd., Kapuskasing and Carpenters (AFL-CLO) (woods operations empls.)	Dec.	572
Spruce Falls Power and Paper Co. Ltd., Kapuskasing and Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL)	Nov.	515
St. Catharines City Corp. and CUPE (CLC) (outside empls.)	May	188
St. Mary's Paper Inc., Sault Ste. Marie and Cdn. Paperworkers (CLC) (mill empls.)	May	165
St. Vincent Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CFL) (full-time and part-time service empls.)	Nov.	547
Standard Tube Canada Ltd., Woodstock and Auto Workers (CLC)	Feb.	34
Standard Tube Inc., Blenheim and Auto Workers (CLC) (hourly rated empls.)	Oct.	469
Star Slipper Co. Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Oct.	463
Steinberg Inc. (Miracle Food Mart Div.), province-wide and Teamsters (Ind.) (Distribution Centre or satellite warehouse empls.)	Nov.	534
Steinberg Inc. (Miracle Food Mart Div.), various southern Ontario centres and Food and Commercial Workers (AFL-CIO/CLC)	Sept.	419
Steinberg Inc. (Miracle Food Mart Div.), Toronto and other centres in Ontario except the eastern counties and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time department store empls.)	Nov.	555
Steinberg Inc., Ottawa and other centres in Ontario, Hull and Pointe-Gatineau in Quebec and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Nov.	534
Steinberg Inc., Trillium Meats Div., Rexdale and Food and Commercial Workers (AFL-CIO/CLC) (meat processing plant empls.)	Dec.	587
Stelco Inc. (Page-Hersey Works and Welland Tube Works), Welland and Electrical Workers (UE) (CLC)	Nov.	516
Stelco Inc. in Ont., Que. and Alta. and United Steelworkers (AFL-CIO/CLC)	Apr.	102
Storwal International Inc., Pembroke and United Steelworkers (AFL-CIO/CLC)	Jan.	5
Sudbury Board of Education and CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	Sept.	424
SunarHauserman Ltd. (formerly, Sunar, Div. of Hauserman Ltd.), Waterloo and United Steelworkers (AFL-CIO/CLC)	May	164
Sunnybrook Medical Centre and 46 other Ontario Hospitals and Service Employees Intl. (AFL-CIO/CLC)	Nov.	548
Supreme Aluminum Industries Ltd., Pickering and Scarborough and Employees Assn. (Ind.)	Mar.	62
Susan Shoe Industries Ltd., Hamilton and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	561
Swift Eastern Ltd., a Div. of Maybank Foods Inc., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	May	162
Tele-Direct (Publications) Inc., Hamilton, Kitchener, Ottawa, Sudbury, Thunder Bay, Toronto, Ont. and Montreal, Que. and Canadian Telephone Employees Assn. (Ind.) (clerical and associated empls.)	Jan.	13

Tend-R-Fresh Plant, a Div. of Maple Leaf Mills, Petersburg and Food and Commercial Workers (AFL-CIO/CLC)	Aug.	351
Tenneco Canada Inc., Walker Exhausts Div., Cambridge and United Steelworkers (AFL-CIO/CLC)	Dec.	566
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.) (police officers and civilian empls.)	Aug.	377
Thunder Bay City Corp. and CUPE (CLC) (office, clerical and technical empls.)	Feb.	41
Thunder Bay City Corp. and CUPE (CLC) (outside empls.)	July	312
Thunder Bay Construction Assn., OLRB Areas 22, 23, 24 and Carpenters (AFL-CIO) (Non-ICI construction)	June	259
Timmins District Roman Catholic Seperate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	244
Toronto (Harbour Castle) Hilton Hotel, a Div. of Campeau Corp. and Textile Processors (Ind.)	July	307
Toronto and Vicinity Ready Mix Companies and Teamsters (Ind.)	Apr.	112
Toronto Board of Education and Ontario Public Service Employees Union (NUPGE) (CLC) (elementary and secondary occasional teachers)	Feb.	37
Toronto City Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	Apr.	124
Toronto City Board of Education and CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	Apr.	124
Toronto City Board of Education and CUPE (CLC) (elementary school office and clerical empls.)	May	182
Toronto City Board of Education and CUPE (CLC) (office and clerical empls., and librarians)	Apr.	123
Toronto City Board of Education and Educational Assistants' Assn. (Ind.)	June	244
Toronto City Board of Education and Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO)	Apr.	125
Toronto City Corp. and CUPE (CLC) (inside and outside empls.)	June	257
Toronto City Corp. and Ontario Fire Fighters (Ind.)	Nov.	551
The Toronto Cloak Manufacturers' Assn. and Ladies' Garment Workers (AFL-CIO/CLC)	Aug.	355
Toronto Electric Commissioners and Toronto Hydro-Electric System and CUPE (CLC) (hourly rated, clerical and technical empls.)	Apr.	139
Toronto Hotel Employers Assn. and Hotel Employees (AFL-CIO/CLC)	Apr.	129
Toronto Masonry Contractors' Assn. Inc. and Bricklayers Ind. (CCU)	July	319
Toronto Metropolitan Area School Board and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	540
Toronto Public Library Board and CUPE (CLC) (full-time and part-time librarians, office, clerical, maintenance and caretaking empls.)	Dec.	581
Toronto Transit Commission and Gray Coach Lines and Transit Union (AFL-CIO/CLC) (7,500 drivers, operators, clerks and maintenance empls.), CUPE (CLC) (205 electrical and technical empls.) and Machinists (AFL-CIO/CLC) (40 machine shop empls.)	Aug.	365
Toronto-Residential Air Handling Group, OLRB Area 8 and Sheet Metal Workers (AFL-CIO/CFL)	June	260
Trans Nation Inc. (King Edward Hotel), Toronto and Hotel Employees (AFL-CIO/CLC)	May	187
Travelways School Transit Ltd., (Mississauga Div.), Mississauga and Railway, Transport and General Workers (CLC)	Nov.	529
Treasury Board of Canada and Economists, Sociologists and Statisticians Assn. (Ind.)	Dec.	583
Treasury Board of Canada and Professional and Technical Employees (Ind.) (aircraft operations group)	Aug.	376

Treasury Board of Canada, province-wide and Council of Graphic Arts Union (4 AFL-CIO/CLC unions) (printing operations, non-supervisory empls.)	Nov.	548
Tridon Ltd., Burlington and Employees Assn. (Ind.)	Dec.	567
TRW Canada Ltd., formerly Decor Metal Products,, Midland and Penetanguishene and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	409
ULS International Inc., formerly Upper Lakes Shipping Ltd., Great Lakes, St. Lawrence Seaway and coastal areas and Railway, Transport and General Workers (CLC) (unlicensed crews)	Nov.	530
Union Carbide Canada Ltd., (Carbon Products, Metals), Welland and Electrical Workers (UE) (CLC) (hourly-rated plant empls.)	May	170
Union Carbide Canada Ltd., Lindsay and Graphic Communications Union (AFL-CIO/CLC)	June	234
Union Gas Ltd., southwestern Ontario and Energy and Chemical Workers (CLC) (maintenance, and office and clerical empls.)	Apr.	119
Uniroyal Chemical, Div. of Uniroyal Ltd., Elmira and United Steelworkers (AFL-CIO/CLC)	July	297
United Tire and Rubber Co. Ltd., Cobourg and Rubber Workers (AFL-CIO/CLC)	Apr.	97
University of Guelph and CUPE (CLC) (trades, services and maintenance empls.)	Aug.	374
University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	Sept.	428
University of Toronto and Service Employees Intl. (AFL-CIO/CLC)	Oct.	498
University of Waterloo and CUPE (CLC) (plant operations and food services empls.)	June	264
University of Western Ontario, Food Services Dept., London and CUPE (CLC)	May	182
University of Western Ontario, Physical Plant Dept., London and CUPE (CLC)	June	245
University of Windsor and Faculty Assn. (Ind.)	July	304
University of Windsor and Service Employees Intl. (AFL-CIO/CLC)	Nov.	544
Utility Contractors Assn. of Ontario and Labourers (AFL-CIO)	Apr.	142
Victoria County Board of Education, Lindsay and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Dec.	580
Victoria Hospital Corp., London and Office and Professional Empls. (AFL-CIO/CLC)	July	305
Viewstar Inc., Scarborough and Electrical Workers (IBEW) (AFL-CIO/CLC)	Oct.	476
Voyageur Colonial Ltd., various centres in Ontario and Railway, Transport and General Workers (CLC) (bus operators, garage empls., information clerks, ticket clerks and parbus empls.)	July	299
Wardair Canada Inc., system-wide and Canadian Air Line Flight Attendants' Assn. (CLC)	Apr.	116
Waterloo County Board of Education and Custodial and Maintenance Assn. (Ind.)	Apr.	140
Waterloo County Board of Education and Non-Academic Staff Assn. (Ind.)	Aug.	374
Waterloo County Board of Education, Kitchener and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Nov.	541
Waterloo County Board of Education, Kitchener and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	542
Waterloo Regional Board of Commissioners of Police, Waterloo and Police Assn. (Ind.)	Nov.	551
Weldwood of Canada Ltd., Longlac Plywood Div., Longlac and Carpenters (AFL-CIO)	Dec.	561

Welland County Roman Catholic Separate School Board, Welland and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	424
Westinghouse Canada Inc., Hamilton and Electrical Workers (UE) (CLC)	May	172
Weston Bakeries Ltd., Kitchener and Retail, Wholesale Empls. (AFL-CIO/CLC) (production empls.)	Jan.	3
Weyerhaeuser Canada Ltd., Sault Ste. Marie and Woodworkers (AFL-CIO/CLC)	Feb.	34
White Farm Manufacturing Canada Ltd., formerly White Farm Equipment Canada Ltd., Brantford and Auto Workers (CLC) (hourly-rated empls.)	June	231
Wilfrid Laurier University, Waterloo and University Professors (Ind.)	May	179
Windsor Bumper Div., Gulf+Western (Canada) Ltd., Windsor and Auto Workers (CLC)	Sept.	413
Windsor City Board of Commissioners of Police and Police Assn. (Ind.) (Unit A)	Aug.	378
Windsor City Board of Education and CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	Apr.	125
Windsor City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	245
Windsor City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	246
Windsor City Corp. and CUPE (CLC) (inside and outside empls.)	July	312
Windsor City Corp. and Windsor Professional Fire Fighters Assn. (Ind.)	Apr.	134
The Windsor Star and Joint Council of Unions (AFL-CIO/CLC)	Apr.	100
York City Board of Education and CUPE (CLC) (operations, maintenance, stockroom and surveillance empls.)	Apr.	126
York City Corp., Works Dept. and Parks and Recreation Dept. and CUPE (CLC)	July	314
York Region Board of Education and CUPE (CLC) (office, clerical and technical empls.)	May	183
York Region Board of Education and CUPE (CLC) (service and maintenance empls.)	May	183
York Region Board of Education, Aurora and Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	Sept.	425
York Region Board of Education, Aurora and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	426
York Regional Board of Commissioners of Police, Newmarket and Police Assn. (Ind.)	Sept.	434
York Regional Municipality and York Land Div. Committee and CUPE (CLC)	July	315
York University Board of Governors, Toronto and Faculty Assn. (Ind.) (full-time professors, lecturers and librarians)	Sept.	429
York University, Toronto and Cdn. Educational Workers (Ind.) (part-time faculty Unit 1 and Unit 2)	Oct.	499
York University, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	Oct.	500
York University, Toronto and York University Staff Assn. (CCU) (office, clerical, laboratory, and technical empls.)	Oct.	501

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